

SALADO INDEPENDENT SCHOOL DISTRICT

Campus Improvement Plan 2016-2017

Overview of Strengths and Areas for Improvement

District Mission Statement

The Salado Independent School District empowers today's youth to be leaders in a global society through educational excellence. We are committed to:

- S Success
- I Innovation
- S Self-Reliance
- D Determination

Campus Strength

Salado High School received a MET STANDARD rating for all rated indexes in the new state accountability system.

- UIL Academic Team finished 2nd in State
- FFA Ag Advocacy team won State Championship
- Girls Soccer advanced to the State Semi-finals
- Boys Baseball team was the State Champion runner up
- Band won Sweepstakes and Twirlers made it to state competition
- 2 State Qualifiers for Power lifting, 1 State Champion
- UIL Film Squad had two teams advance to State with one team placing in the top 7
- Robotics team finished in the top 20 in the State
- Finished tied for 6th place in Texas Lone Star Cup rankings in 4A

Areas of Improvement

Focused improvement in Advanced Placement Test Scores

Improve ACT participation

Improve PSAT/SAT/ACT scores

Attract high quality faculty & staff

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Members

Ross Sproul- Admin

Rachel Lee-Admin

Dennis Cabaniss - Math Staff

Terri Seaton - English Staff

Ryan Hodge - Business

Bobbette Bell – CTE Staff

Patti Turk – Science Staff

Anita Morales – Counseling Staff

Courtnie Bagley – S. Studies Staff

Dena Wales – Parent

Jack Hensley – Community

Lara Whitely Franklin – Community

Chris Miller - Parent

Shane Berrier - Business

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Comprehensive Needs Assessment

Type of Data Reviewed

Student performance data disaggregated by student groups, gender and program
 Career education, special education, Bilingual/ESL, and NCLB indicators
 Compliance with No Child Left Behind
 Multi-year trends/longitudinal academic performance data
 District/Campus demographic data
 Teacher turnover rates
 Attendance rates
 Student/Teacher ratios
 Parent Feedback
 Employees Feedback
 Student Feedback
 District Policies
 Progress of English Language Learners
 Campus Safety and Emergency Plan
 Special Education Indicators

Source of Data

STAAR EOC reports, AP reports, SAT reports, PSAT reports, ACT reports, AEIS reports
 PBMAS report
 AYP reports
 AEIS reports
 AEIS reports
 AEIS reports
 AEIS reports, PEIMS reports
 Master schedules, AEIS reports
 Parent Surveys
 Employee Surveys
 Student Surveys
 TASB Policy Book, Employee Handbook, Student Handbook
 Annual ELL report, Annual Measureable Achievement Objectives report
 Safety Audit
 LEA Compliance Report

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2016-2017 Salado ISD Goals

1. Instructional Management
 - a. Increase the percentage of students that earn a “satisfactory” or an “advanced” score on the State of Texas Assessment of Academic Readiness (STAAR) in the following areas:
 - i. Economically disadvantaged students in writing
 - ii. English Language Learner (ELL) students in reading, mathematics, and science
 - iii. Special education students in reading and mathematics
2. Student Services Management
 - a. Develop and implement changes in the student drop off and pick up system to increase safety
 - b. Increase district-wide alignment of services and paperwork for 504, Gifted and Talented, and Response to Intervention (RtI) programs
3. Staff Development and Professional Growth
 - a. Provide Level 1 Google training to employees
 - b. Provide mental health and suicide prevention training to staff
 - c. Provide training to expand the Advanced Via Individual Determination (AVID) program to 4th grade and 8th grade for the 2017-2018 school year
4. Facilities and Operations Management
 - a. Work with an architectural firm and a community committee to develop a specific plan to increase the capacity of our facilities to accommodate for current and future growth enrollment growth
5. Fiscal Management
 - a. Implement a balanced budget for the 2016-2017 school year
 - b. Develop a balanced budget for the 2017-2018 school year
6. Human Resources Management
 - a. Increase the 2017-2018 compensation plan based on salary comparisons with other districts and available funding
7. Community Relations
 - a. Increase the volume and accessibility of information on the school district website

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District Focus:	Student Learning
Campus Goal:	Increase achievement for all students and all subgroups in reading/English language arts, mathematics, science, social studies, and writing.
Campus Objective:	Increase the "Student Progress" accountability measure.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Review and strengthen tactics for struggling students: <ul style="list-style-type: none"> Core Classes for ELL, inclusion and at-risk students Science Starters Study Island PLATO (GCS) Grand Central Station Academic Detention Student Assistance Program 	Administrators Teachers	Comparative Data Administration Faculty Technology National Honor Society Tutoring	STAAR EOC Data Failure Reports Academic Detention Referrals Teacher Input	Aug 2016/ May 2017	Ongoing
2. Review and strengthen available programs that challenge student performance. <ul style="list-style-type: none"> Advanced Placement Dual Credit Courses TSI Exam Gifted and Talented SAT/ACT prep UIL Academic Class 	Administrators Teachers Department Chairs GT Coordinator	Comparative Data Staff Training	Test Results Parental Feedback Student Enrollment Number of Teachers Trained	Aug 2016/ May 2017	End of Year
3. Increase student access to technology	Administrators Teachers Technology Coordinator	Teacher Training Software Programs iPads in the Library	Teacher and student input Lesson Plans Quality of Software Programs	Aug 2016/ May 2017	Ongoing
4. Increase services to gifted and talented (GT) students. <ul style="list-style-type: none"> Explore the use of Texas Performance Standards Projects in curriculum. Periodically assess GT students and communicate progress results to parents/guardians. 	Administrators Teachers Department Chairs GT Coordinator	Comparative Data Staff Training	Test Results Parental Feedback Student Enrollment Number of Teachers Trained Student Survey	Aug 2016/ May 2017	End of Year
5. Provide staff training in technology applications as a tool for supplemental instruction or enrichment. <ul style="list-style-type: none"> Video streaming Microsoft Office applications Web site design Schoology Level 1 Google Certification 	Administration Technology Director Faculty and Staff	Library Technology team LCD projectors GCS Software Video Streaming TEKS Resource System	Amount of technology hardware Quality of software programs Number of student/teacher users	Aug 2016/ May 2017	End of Year

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6.	Continued implementation of TEKS Resource System to keep horizontal and vertical documents aligned with the most current TEKS.	Department Chairs Technology Director	Curriculum guides TEKS Faculty input	Review and approval by administration	Aug 2016/ May 2017	Ongoing
7.	Analyze test data for each individual student and subpopulations.	Administration	AEIS and TAKS Data Eduphoria Data	Preparation of reports	Aug 2016/ May 2017	Ongoing
8.	Provide streamlined report of analysis to teachers that identify specific weaknesses per objective for each content area.	Administration	AEIS and TAKS Data Eduphoria	Distribution of reports to teachers	Aug 2016/ May 2017	Ongoing
9.	Implement programs that target weak areas. <ul style="list-style-type: none"> • Science Starters • Practical Writing Skills • Tutorials • Advisory Period Remediation 	Administration Department chairs	AEIS and TAKS Data	Increase in scores	Aug 2016/ May 2017	End of Year
10.	Use of advisory periods for tutorials and remediation	Faculty and Staff	Advisory Period Study Island Curriculum materials	Student attendance Increase in scores	Aug 2016/ May 2017	Ongoing
11.	College exam prep - INFOTRAC	Librarian Faculty and Staff	Infotrac Program Computer access	Number of students who access program Information presentations to classes	Aug 2016/ May 2017	Ongoing

District Focus:	Student Services
Campus Goal:	Increase the district attendance rate.
Campus Objective:	Increase the high school campus attendance rate.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Educate students and parents regarding state attendance requirements.	Administration Teachers	Time	Meetings with students Information communicated to parents and community through eNews	Aug 2016/ May 2017	Ongoing
2. Review semester exam exemption policy as an incentive to increase student attendance	Administration Teachers	Staff training Stakeholder input	Attendance data # of students exempt from exams	Aug 2016/ May 2017	Ongoing

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District Focus:	Student Services
Campus Goal:	Develop a district-wide, vertically-aligned, counseling and guidance program.
Campus Objective:	Expand counseling/guidance services and health and safety programs for students and parents.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Monthly Counselor Vertical team Meetings	Counselors	Meeting time	Meeting agendas	Aug 2016/ May 2017	Ongoing
2. Review academic progress and graduation plans with parents and students. <ul style="list-style-type: none"> Four-year plan reviewed in conjunction with registration Personal growth plans will be prepared for students who require them; they will be signed and kept on file. Counselor/Advisory teacher will meet with students to review their transcripts at the end of the first semester. 	Administration Counselor Teachers Parents	Faculty Training	Percentage of graduation plans completed	Aug 2016/ May 2017	Ongoing
3. Provide postsecondary transition planning. <ul style="list-style-type: none"> All seniors will have the opportunity to apply to colleges through ApplyTexas. All seniors will have the opportunity to learn about college applications, financial aid, and the administration of TSI through College Connection in association with Temple College. Students will be able to attend the Mid-Tex College Night at the Bell County Expo Center. A link on the SISD Web site called "Counselor's Corner" will be updated regularly and have a timeline for juniors and seniors as well as ACT/SAT test dates, scholarship information, and any other pertinent information for pursuing higher education. Area college recruiters will be invited to visit students on campus and 	Counselor Bell County Transition Coordinator Parents	Faculty Colleges Community agencies	Number of opportunities provided PEIMS Report Summary of Performance (SOP) Special Education Transition ARD Report Number of students pursuing higher education	Aug 2016/ May 2017	End of Year

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	provide classroom presentations to juniors and seniors. <ul style="list-style-type: none"> • PSAT tests will be given annually to all 10th/11th grade students. PSAT 8/9 will be given annually to all 9th grade students. • A test prep link will be added to the SISD library Web page (Peterson's Test Prep) and students will be made aware of this resource. • Seniors and juniors have two days to visit colleges. 					
4.	Utilize school and community/public agencies to decrease the dropout rate.	Administration Faculty Parents Mentors	SAP Credit recovery CIS GCS Workforce DARS Military recruiters	PEIMS Report	Aug 2016/ May 2017	Ongoing
5.	Develop and implement a mentor program for at-risk students.	Administration Counselor	Adopt a School Mentors	Attendance at Meetings Student progress reports	Oct 2016/ May 2017	Ongoing
6.	Encourage participation in alternative educational and extra-curricular activities. <ul style="list-style-type: none"> • DCP • CATE • Clubs • Misc. extra-curricular 	Administration SAP committee	Faculty/community mentors Mentor training Ambassador Program	PEIMS Report Periodic mentor reports	Aug 2016/ May 2017	End of Year
7.	Participate in credit recovery programs. <ul style="list-style-type: none"> • Summer School • Choices • PLATO 	Administration Faculty Counselor Parents	Funding allotment Facilities Community involvement Parents	Increased student participation and success Teacher/sponsor/student/community/ parental feedback via survey	Aug 2016/ May 2017	End of Year

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District Focus:	Student Services
Campus Goal:	Provide safety and security training for all employees and in cooperation with area first responders including the Bell County Sherriff's Department, the Salado Police Department, and the Salado Volunteer Fire Department.
Campus Objective:	Review and make revisions as necessary to the safety procedures and drills and emergency procedures manual.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Coordinate safety / security efforts with Bell County Sherriff's office, Salado Police Department, Salado Fire Department and other first responders.	Administration Emergency Response Team	Meeting Time ERT Document Law Enforcement	Community and School compliance Implementation of strategies	Fall/All Year	End of Year
2. Communicate the emergency and lockdown procedure model plan to staff, students, parents, and authorities. Emphasize parent procedures.	Emergency Response Team (ERT) / Admin	ERT Document Emergency chart Law enforcement School Messenger	Community and School compliance	Fall/All Year	End of Year
3. Conduct emergency drills and lockdown procedures.	Administration Emergency Response Team ERT	ERT Document Emergency Chart Law Enforcement	Community and School compliance	Fall/All Year	End of Year
4. Maintain crisis management teams and train staff as needed in the following areas: <ul style="list-style-type: none"> • Suicide prevention • Conflict resolution • Violence prevention • Texas Behavior Support Initiative (TBSI) • CPR and defibrillator training for all staff 	Administration Emergency Response Team (ERT) Nurse/School SAMA Training	Portable defibrillator ERT Document Emergency Chart	Community and school compliance	Fall/All Year	End of Year
5. Hire contractor will conduct searches for illegal contraband.	Administration	Interquest	Community and School compliance	Fall/All Year	End of Year
6. Review and revise disciplinary procedures model.	Administration Staff	Professional Development Facilities	Implementation of strategies	Fall/All Year	End of Year
7. Conduct random drug testing	Administration	Funding allotment	Decrease in the number of drug use cases	Fall/All Year	End of Year
8. Administration will implement alternative behavioral strategies.	Administration Faculty Curriculum Director	Professional Development on Classroom management Mentoring Program AEP	Increase the amount of positive student/teacher interactions and to diffuse escalating situations	Fall/All Year	End of Year

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9.	Enforce student and faculty codes of conduct	Administration	Student Handbook Code of Conduct Anonymous Tip Line	Decrease in violations Decrease in academic disruptions	Fall/All Year	End of Year
10.	Complete video surveillance security system.	Administration Technology Dept.	Video surveillance system	Entire surveillance system is working and monitored on a regular basis.	Fall/Spring	End of Year
11.	Conduct periodic cyber surveillance.	Administration Technology Department	Technology Staff Anonymous Tip Line	Surveillance log and reports	Spring/All Year	End of Year
12.	Office aids should be carefully chosen and trained.	Administration Office Staff	Faculty and Staff input/recommendation form	List of all office aids provided to teachers Mandatory identification tags	Fall/Spring	Beginning of Year

District Focus:	Human Resources
Campus Goal:	Identify and implement ways to recognize and appreciate the outstanding performance of employees.
Campus Objective:	Cultivate a great work environment for all employees at Salado High School.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Inventory professional expertise and credentials among staff to create a pool of potential courses and instructors.	Administration Department Chairs Faculty Curriculum Director Human Resources	Survey List of certifications	Enhanced personnel files and database	Spring/Summer	End of year
2. Create a staffing plan for each department <ul style="list-style-type: none"> Identify AP training needs Identify section needs Identify GT Training needs 	Administration Department Chairs Curriculum Director	Enrollment data Professional database	Departmental staffing plan Master Schedule	Spring/Summer	End of year
3. Staff will actively participate in the recruitment of highly qualified personnel.	Administration Faculty	Substitute teachers Travel funds	Increased number of highly-qualified applicants	Spring/Fall	End of year
4. Use technology to recruit personnel.	Administration Technology Department	Internet job sites SISD web site	Number of applications rendered	Spring/Fall	End of year
5. Identify and train mentors.	Administration Curriculum and Instruction Director	Internet job sites SISD Web site	Number of applications rendered	Spring/Fall	End of year
6. Provide opportunities for recognition of teacher achievements.	Administration Curriculum Director	Media coverage	Master Teacher Award per campus Increased recognition for teachers Teacher of the Month	All Year	End of year

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7.	Inventory professional expertise and credentials among staff to create a pool of potential courses and instructors.	Administration Department Chairs Faculty Curriculum Director Human Resources	Survey List of certifications	Enhanced personnel files and database	Spring/Summer	End of year
8.	Create a Professional Learning Period in the master schedule to allow departments time to plan together	Administration Department Heads Counselor	Master Schedule	Master Schedule	Summer	End of Year

District Focus:	Finance
Campus Goal:	Identify and implement a balanced budget for the 2016 – 2017 school year
Campus Objective:	Develop a balanced budget

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Department chairs provide budget needs to administration	Department Chair	Supply inventory Vendor lists Curriculum requirement	Proposed departmental budget	Spring /Spring	End of year
2. Administration will analyze budget needs per department.	Administration Curriculum Director	Proposed budget from department chair	Proposed budget to Central Office	Spring /Spring	End of year

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District Focus:	Facilities and Operations
Campus Goal:	Successfully implement new district-wide technologies
Campus Objective:	Successfully implement new district-wide technologies

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Campus will submit to administration a technology needs analysis.	Administration Dept Chairs Curriculum Director Tech Dir	Curriculum Requirements Vendors	Needs assessment Tech plan	Spring/Summer	End of Year
2. Administration and campus chairs will develop a 3-year technology plan for the purchase and use of technology in the curriculum	Administration Dept Chairs Curriculum Director Tech Committee	Needs Assessment Budget Good Practice Curriculum Requirements	Tech Plan	Fall/Spring	End of Year
3. Administrators and technology department will analyze goals and technology plan to identify and prioritize needs	Administrators Tech Director Tech Committee Curriculum Director	Needs Analysis Budget Tech Plan	Revised Tech Plan needs	Spring/Summer	End of summer
4. All instructional classrooms will be capable of delivering instructional material using a wide variety of technology tools	Tech Director	Tech Budget	Percent of classrooms with capability	Fall/ Summer	End of Year
5. Extracurricular facilities will have appropriate materials to improve efficiencies and effectiveness of each activity	Administrators Athletic Director Tech Dir	Needs analysis Good practices Budget Tech Plan	Tech Plan	Fall/Summer	End of Year
6. Expand Chromebook use and utilizing Google Apps.	Administrators Tech Dir	Needs analysis Good practices Budget Tech Plan	Tech Plan	Fall/Summer	End of Year

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District Focus:	Staff Development and Professional Growth
Campus Goal:	Provide quality professional learning experiences for all employees.
Campus Objective:	Provide differentiated research-based professional development opportunities.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Provide differentiated, research-based professional learning experiences that reflect various career stages, job assignment needs, Kilgo training and expertise levels. <ul style="list-style-type: none"> All core teachers will receive training in Mental Health and Suicide Prevention. Ensure all staff that serve GT students receive initial and ongoing GT training. Professional development opportunities will be provided for all teachers Professional development opportunities will be provided for all paraprofessionals Flexible staff training opportunities will be provided in district and off campus. 	Administration Curriculum Director Department Chairs	ESC12 Web-based learning SBEC TEA Outside training providers in specific fields	Number of training programs Number of participants attending training sessions. Number of differentiated course offerings Faculty survey	Ongoing	End of year
2. Provide funding for AP training.	Administration	Funding allotment	Amount of funding utilized Number of recognized AP courses	Ongoing	End of year
3. Administration will conduct teacher appraisals to improve and encourage teacher effectiveness through: <ul style="list-style-type: none"> Teacher conferences Professional growth plans Frequent classroom walk-through observations 	Administration	Principals ESC12	TTESS and summative conferences Observation forms	Ongoing	End of year

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4.	Compensate teachers who provide professional development training for the district.	Administration	Budget: funding for teacher deliverers of professional development, Substitute teachers, Comp time Professional Development Credit	Teacher survey – Spring Semester Increased use of professional development content by staff	Ongoing	End of year
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District Focus:	Community Relations
Campus Goal:	Increase community and parental involvement, as measured by the new "Community and Student Engagement" ratings of the state accountability system.
Campus Objective:	Increase parent communication at the district, campus, and teacher level.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Offer special orientation session for non-English speaking parents to inform about: <ul style="list-style-type: none"> Graduation requirements Grades and credits College admissions Parent Connect School contacts 	Administration Counselor ELL Coordinator	Administration Counselor ELL Staff Translator	Parent/student surveys Increased participation by non-English speaking parents	Fall/Spring	End of yr.
2. Provide individual orientation sessions for parents of students new to the district	Administration Counselor Registrar	Administration Counselor Registrar	Parent surveys Increased understanding of SISD policies	Fall/Spring	End of yr.
3. Expand use of SISD web site through department links and set standards for all teacher websites.	Administration Counselor Registrar	Administration Counselor Registrar	Parent surveys Increased understanding of District policies	Fall/Summer	End of yr.
4. Continued use of School Messenger	Administration Technology team	Tech training SISD website link availability	Parent survey Increased website traffic	Fall/Summer	End of yr.
5. Nominate and recruit parents and community members to serve on the campus SBIC	Administration Technology team Administration Faculty staff	School Messenger software Trained staff Chamber of Commerce list PIEMS Coordinator	Active participation by parents and community members in SBIC meetings	Fall/Summer	End of yr.

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6.	Translators will be available for parent conferences	Administration	Bilingual staff/contracted services	Parent survey	Fall/Summer	End of yr.
7.	Encourage parents to participate in open house, booster clubs, mentoring programs and parent conferences.	Administration Faculty Extracurricular coaches and sponsors	Media outlets SISD website School Messenger Technology Dept.	Parent survey Increased participation by parents	Fall/Summer	End of year