Graham Independent School District

District Improvement Plan

2017-2018

Mission Statement

Graham ISD will focus on the future by empowering students to think creatively and critically while learning in engaging, innovative, and inspiring environments.

Graham ISD Curriculum, Instruction and Assessment will focu on building conceptual understanding through activity-based instruction.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student Demographics for Graham ISD

African American   1.0%

Hispanic   30.1%

White   66.2%

American Indian   0.6%

Asian   0.6%

Pacific Islander   0.1%

Two or More Races   1.5%

Economically Disadvantaged 1,396   56.2%

English Language Learners   298   12.0%

At-Risk   1,306   52.6%

Students with disabilities   235

Intellectual	107	45.5%
Physical	45	19.1%
Autism	26	11.1%
Behavioral	44	18.7%
Non Categorial (EC)	13	5.5%

Demographics Strengths

Graham Independent School District has many strengths. Some of the most notable demographics strengths include:

We openly accept transfer students that wish to attend our schools.

Many students transfer to GISD just for the schools.

Our families value education we have many supportive parents and students who are committed to success.

On average, 60-70% of our graduates attend a Trade School, Junior College, University, or enlist in the armed services.

The attendance rate for our district istrending up.

Students in GISD are very accepting of new students regardless of race or ethnicity.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data
- Annual Measurable Achievement Objectives (AMAO) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8

- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

Goals

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs.

Performance Objective 1: By May 2018, all students and each student group will demonstrate mastery at or above the state average for each grade and subject on the state assessment as well as demonstrate progress as measured by an early reading inventory from the BOY to the EOY for students in K-2.

Evaluation Data Source(s) 1: To be added Summer 2018

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
System Safeguard Strategy 1) Continued implementation to ensure district curriculum is aligned with TEKS and state assessments	2, 9	Superintendent Asst. Supt. of Curriculum Principals Teachers Curriculum Lead Teachers	Walkthroughs Unit Assessments Campus Support Visits	◕			
2) Use CBAs/unit assessments to monitor student progress	1, 2, 8, 9, 10	Asst. Supt. of Curriculum Principals Unit Assessment Coordinators Curriculum Lead Teachers	Unit Assessments Eduphoria	◕			
3) Use various forms of intervention to meet student needs	2, 3, 9, 10	Asst. Supt. of Curriculum Technology Dir. Principals Interventionists	Federal Funds Local Funds	◕			

4) Integrate support programs for special populations to ensure academic success	2, 3, 7, 8, 9, 10	Special Ed. Dir. Diagnosticians Principals Counselors Teachers	Special Education Funds Compensatory Funds	◑			
5) Conduct advisory meetings of various academically oriented groups to ensure constant attention to academic success for all students	1, 2, 6, 8	Superintendent Special Ed. Dir. Asst. Supt. of Curriculum Principals Committee Members	District and Campus Resources	◑			
6) Develop and sustain exemplary programs to meet the needs of students in special populations: Bilingual, ESL, GT, SPED, Dyslexia	1, 2, 3, 4, 9, 10	Superintendent Asst. Supt. of Curriculum Principals Bilingual Teachers SPED Teachers GT Teachers ESL Teachers	Title III Funds Local Funds	◑			
7) State Compensatory Education Funds will be utilized to upgrade the entire instructional program	1, 2, 9, 10	Principals	State Comp Ed Funds PN FTE 4.98 $121,187.91 CV FTE 10.48 $244,562.51 WD FTE 5.89 $164,880.18 JH FTE 1.875 $85,632.02 HS FTE 3.125 $178,468.61 LC FTE 2.0 $51,877.94 GISD FTE 28.35 $846,609.17	◑			
8) Effective integration of technology into the curriculum through project based activities	1, 2, 4, 10	Superintendent Asst. Supt. of Curriculum Technology Dir. Principals	GPEF Grant Funds Local Funds	◑			
9) Increase student involvement in academic UIL participation including expansion into elementary grades	2	Superintendent UIL Coordinator Principals	Local Funds	◑			
10) Increased focus on Activity-Based instruction and collaboration of teachers and students	2, 9	Assistant Superintendent Curriculum Coordinator Principals	Local Funds	◑			

11) Enrich vocational classes	10	Assistant Superintendent GHS Principal GHS Career Tech Counselor	Local Funds Carl Perkins Funds	🟠			
12) Conduct regularly scheduled data meetings with departments or grade levels after administration of unit assessment	2, 9	Assistant Superintendent Curriculum Coordinator Campus Principals Teachers	Local Funds	🟠			
13) Implementation of full day Pre-Kindergarten	2, 4, 7, 9, 10	Assistant Superintendent Curriculum Coordinator PK Teachers	Local Funds Federal Funds (Pre-K Grant)	✔	✔	✔	
14) Gifted and Talented program and Advanced Placement program at the secondary level	2, 8	Assistant Superintendent Curriculum Coordinator GT and AP teachers	Local Funds	🟠			
15) Restructuring of the Bilingual program K-12	2, 8	Assistant Superintendent Curriculum Coordinator Bilingual teachers	Local Funds	🟠			
✔ = Accomplished ➡ = Continue/Modify 🟠 = Considerable ⚪ = Some Progress ⚪ = No Progress ❌ = Discontinue							

Goal 2: In Graham ISD 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained.

Performance Objective 1: 100% of core academic classes will be taught by highly qualified teachers and 100% of paraprofessionals with instructional duties will meet NCLB requirements.
The LEA will recruit and retain highly qualified teachers.

Evaluation Data Source(s) 1: All teachers in GISD are HQ. 100% of core academic classes are taught by highly qualified teachers and 100% highly qualified staff has been maintained.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Maintain centralized, effective and efficient GISD personnel policies, hiring procedures, and protocols	1, 3	Superintendent Principals	Local Funds	◔		◔	
2) Provide district professional employees with reimbursement stipends for taking Masters Degree Courses in their area of teaching and shortage areas	1, 3, 4, 5	Superintendent Asst. Supt. of Business Programs Director	Local Funds	✔	✔	✔	
3) Provide "buy-back" of unused local personal leave days as incentive for attendance	2, 5	Superintendent Asst. Supt. of Business Payroll Dept.	Local Funds	✔	✔	✔	
4) Maintain effective and efficient GISD personnel policies	2, 3, 5	Superintendent	Local Funds	◔			
5) Provide pay incentives in the form of stipends for new and returning teachers in acute shortage areas	1, 3, 5	Superintendent Asst. Supt. of Business	Local Funds	✔	✔	✔	
6) Provide support and relevant information in preparation for certification exams in identified areas of need	3, 10	Campus Administrators	Local Funds	◔			
7) Participation in job fairs and consult with ESCs in securing highly qualified teachers	5	Campus Administrators	Local Funds	◔			
8) Implement professional development aligned to needs identified in data analysis	1, 3, 4	Superintendent Asst. Supt. of Curriculum	Federal Funds Local Funds	◔			

9) Provide planning sessions for teachers--- instructional, data management, intervention, substitutes for planning	8	Superintendent Asst. Supt. of Curriculum Principals	Local Funds Federal Funds				
10) Contract with Region 9 ESC to provide staff with training opportunities throughout the school year in specific targeted areas	2, 4, 10	Superintendent Asst. Supt. of Curriculum	Local Funds				
11) LEA ensures 100% of teachers are HQ on high poverty campuses (GLC)	2, 3	Assistant Superintendent of Curriculum GLC Principal	Local Funds				
12) Provide smaller class sizes in primary grades	3, 9, 10	Assistant Superintendent of Curriculum Campus Administrators	Federal Funds Local Funds				
	= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: All students in Graham ISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Performance Objective 1: All students in Graham ISD will be educated in learning environments
that are safe, drug free, and conducive to learning.

Evaluation Data Source(s) 1: To be added Summer 2018

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Provide School Resource Officer to maintain a safe and effective learning environment free	1, 10	Superintendent	Local Funds DARE Grant	✓	✓	✓	
2) Provide staff development on what constitutes dating violence	4	Principals	Local Funds	✓	✓	✓	
3) Provide quality district Disciplinary Alternative Education Program	3, 9	Superintendent GJHS Principal Graham Learning Center Principal	Local Funds SCE Funds	✓	✓	✓	
4) Continued facilitation of the GISD Health Advisory Committee	6, 10	Superintendent Lori Kramer	Local Funds	🟠			
5) Build capacity of students and staff to accept a more diverse culture of students into clubs, organizations, and activities through district character education programs	2	Counselors	Local Funds	🟠			
6) Provide a bullying prevention and reporting plan as outlined in Board Policy FFI (Local)	1, 10	Campus Principals Counselors	Local Funds	✓	✓	✓	
✓ = Accomplished ➡ = Continue/Modify 🟠 = Considerable 🔘 = Some Progress ⚪ = No Progress ✗ = Discontinue							

Goal 4: All students in Graham ISD will graduate from high school.

Performance Objective 1: By May 2018, Graham ISD will achieve a graduation rate of 95%.

    Evaluation Data Source(s) 1: To be added Summer 2018

    Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Increased focus on college and career readiness & opportunities	2, 3, 8	Superintendent Asst. Supt. of Curriculum GHS and GJHS Principals Counselors Teachers	Local Funds	🟠			
2) Provide accelerated instructional opportunities to students, including at-risk students, who are in need of additional remediation to obtain credits to graduate from high school	9	Superintendent Asst. Supt. of Curriculum GHS and GLC Principals	Compensatory Funding Local Funds	🟠			
3) Pregnancy & Related Services (PRS) Program- Identification and intake documentation of pregnant students will be completed, verified, and filed by authorized district personnel	9	Superintendent Director of Special Programs Principals	Compensatory Funds	✓	✓	✓	
4) Attendance incentives	1, 6, 9	Superintendent Campus Principals Counselors	Local Funds	🟠			
5) Increase extracurricular/club opportunities to appeal to a variety of students	2, 9	Assistant Superintendent Campus Principals Counselors	Local Funds	🟠			
✓ = Accomplished ➡ = Continue/Modify 🟠 = Considerable 🟠 = Some Progress ⚪ = No Progress ❌ = Discontinue							

Goal 5: Parents and Community will be partners in the education of students in Graham ISD.

Performance Objective 1: By May 2018, 100% of Graham ISD campuses will participate in activities designed to increase parental involvement.

Evaluation Data Source(s) 1: Each campus held an open house, had student recognition events, and parent involvement events throughout the school year.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Provide access to GISD Student Handbooks and Student/Parent/Teacher Compacts to all GISD students and parents	6	Superintendent	Local Funds	✔	✔	✔	
2) Foster strong community partnerships	1, 6	Superintendent	Local Funds	🟠			
3) Host special program parent information meetings -ESL/Bilingual -GT	6, 8	Asst. Supt. of Curriculum Curriculum Coordinator Counselors Campus Principals	Local Funds	✔	✔	✔	
4) Implementation of on-line registration process	6	Asst. Superintendent	Local Funds	✔	✔	✔	
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Goal 6: GISD stakeholders will provide oversight to the management of administrative, fiscal, and facilities.

Performance Objective 1: GISD fund balance will sustain at least a balance equal to three-month operating expenses.

Evaluation Data Source(s) 1: The objective has been achieved.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	Apr
1) Monitor state funding and student enrollment	1, 10	Asst. Supt. of Business	Local funds	🟠			
2) Ensure GISD Business Office policies and procedures are in place to ensure effective and efficient handling of all GISD funds	10	Superintendent Asst. Supt. of Business Auditor	Local Funds	✔	✔	✔	
3) Develop long-range facilities master plan	1	Superintendent Assistant Superintendent of Business	Local Funds	🟠			
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System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Continued implementation to ensure district curriculum is aligned with TEKS and state assessments

Title I

Schoolwide Program Plan

Graham ISD has created a schoolwide program that is complrehensive in nature to ensure that we are serving all students, improving structures that support learning, and combining all resources, as allowed, to achieve our goals and maximize teh impact of Title I.

The steps our district follows includes:

1. Establishing our DIT (District Improvement Team)

2. Clarifying the goals and vision for Graham ISD

3. Identifying the data sources and gathering the data

4. Analyzing the data

5. Reporting the findings to the DIT Committee for reflection and feedback

Throughout the district planning process, campus administrators, teachers, parents, community members, and business members identify student strengths, needs, and the intervention plans that are currently in place. They assess the effectiveness of those interventions and make recommendations for revisions as needed. The district planning process is used as an organizational strategy to guide program development, implementation, and evaluation. This systemic planning provides structure and a common language for school improvement. It also provides logical ways for the committee to think about current progress and the adjustments or changes that need to be made in our district to continually improve the effectiveness of our district.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Graham ISD has conducted a comprehensive needs assessment that serves as the guide for our planning process. The needs assessment is the driving force impacting our district improvement plan. We will gather data throughout the school year. Campus administrators and teachers will analyze the data and make adjustments to the campus plan as needed.

2: Schoolwide Reform Strategies

Our districtwide reform strategies provide opportunities for all children to meet the state's proficient or advanced levels of student performance. These strategies are based on effective means of improvingahchievement for all students.