

White Deer Independent School District

District Improvement Plan

2017-2018



Mission Statement

White Deer Independent School District students, Board of Trustees, administration, teachers, and support staff in partnership with the parents and communities of Skellytown and White Deer provide and accept quality instruction and exemplary modeling so that all students achieve their academic potentials and assume their roles as productive citizens in our society. We believe that each of us shares the responsibility of accomplishing these goals in order to enhance the lives of our families, communities, and nation.

Value Statement

COMMITMENT TO EXCELLENCE

White Deer ISD has long-standing commitment to excellence in education. All employees play a vital role in the success of the school district. Employees are encouraged to set high goals and expectations for themselves and for students. All employees are expected to demonstrate a commitment to excellence in their jobs and to encourage others to do so as well.

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Comprehensive Needs Assessment

Student Academic Achievement

Student Academic Achievement Summary

Increase math and reading scores in the special education student population.

Increase 8th grade Social Studies scores.

District Processes & Programs

District Processes & Programs Summary

Improved technology uses. What is the best way to use our projectors?? We have the technology but having the time to research how to use it is difficult. Trouble shooting is an issue as well. When they dont work its frustrating. We need training in trouble shooting.

Teachers are loving the chrome books and being able to have students who miss school go directly to Google Classroom and find their assignments. They can stay current on assignments.

Flipped instruction.

Do we need to become a District of Innovation? There are several ways we can do this other than just because of the school calendar. If we were a SOI we could use community members as instructors for our students. An example would be a welder in town, spanish teacher, etc. The committee would like to hear more information about being a District of Innovation.

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
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating 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
- 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
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

- Student failure and/or retention rates
- Observation Survey results

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
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 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
- Discipline records
- 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
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

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

Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data


Goals

Goal 1: WDISD will improve the culture of high achievement and will improve instructional processes to enhance the academic performance of all students.

Performance Objective 1: 100% of all core tested areas will increase scores by 5%.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide a well balanced curriculum	1.0, 2.0, 4.0, 8.0	Principals and teachers.	Lesson plans, meeting documentation,				
Funding Sources: Title I - 0.00							
2) Professional development focused on identified student needs and curriculum needs.	2.0, 3.0, 4.0, 8.0	Superintendent, principals, and teachers.	Meeting documentation, certificates				
Funding Sources: Title I - 0.00, Title II - 0.00							
3) Provide software to support vertical alignment.	2.0, 4.0	Principal, technology director	TEKS Resource System, DMAC				
Funding Sources: Local - 0.00							
4) Allow teachers to observe master teachers in other districts and peer to peer observations.	2.0, 3.0, 8.0	Superintendent, principals, teachers	PDAS, reflections and feedback				
Funding Sources: Title I - 0.00, Title II - 0.00, Local - 0.00							
							

Goal 1: WDISD will improve the culture of high achievement and will improve instructional processes to enhance the academic performance of all students.

Performance Objective 2: WDISD will increase the student attendance rate to 98%.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Student incentives for attendance such as end of year monetary gift, semester exam exemptions, pizza parties, popsicle parties, etc.,	1.0, 6.0	Attendance clerks on campuses.	Attendance report TxEIS, PEIMS report				
Funding Sources: Local - 0.00							
2) District works with students to provide credit recovery and scheduling options to maintain a 0% drop out rate.	8.0, 9.0, 10.0	Principals and counselors	Diploma, increased graduation rates				
Funding Sources: SCE - 0.00							
3) Preventive cleaning practices to reduce spread of germs and bacteria.	2.0, 10.0	Director of Maintenance	Decreased absences due to illness				
							

Goal 1: WDISD will improve the culture of high achievement and will improve instructional processes to enhance the academic performance of all students.

Performance Objective 3: WDISD will address the needs of 100% of At Risk students.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) WDISD will provide support to Pre-K through 3rd grade students who do not perform satisfactorily on readiness assessments.	6.0, 7.0, 9.0	Principal and teachers	Improved assessment scores, assessment data				
Funding Sources: SCE - 0.00							
2) WDISD will provide tutorials for students who are failing two or more subjects, did not advance from one grade to the next, and or did not perform satisfactorily on a state assessment.	2.0, 7.0, 9.0	Principals and teachers	Improved achievement, tutorial records,				
Funding Sources: SCE - 0.00							
3) WDISD provides individualized behavioral education plans to address discipline issues such as: students in AEP, expelled students, or students on other disciplinary orders.	6.0, 7.0, 9.0	Superintendent, principal, counselor	Discipline reports, BIP's, meeting documentations				
Funding Sources: Local - 0.00							
4) WDISD will provide assistance to and support for students who are in protective custody, foster care, residential facilities and students who are homeless.	6.0, 9.0	Superintendent, counselor and principal.	PEIMS report, counselor observations, parent conference documentation				
Funding Sources: SCE - 0.00							
							


Goal 1: WDISD will improve the culture of high achievement and will improve instructional processes to enhance the academic performance of all students.

Performance Objective 4: 100% of Special Education students will show academic growth in the areas of Math and Reading


Evaluation Data Source(s) 4: Increased STAAR/EOC scores

Summative Evaluation 4:

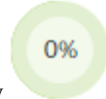
Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
PBMAS 1) Utilize data from DMAC and the STAAR Online testing tool	4.0	Principals, Special Education Teachers and regular classroom teachers	Increased STAAR/EOC scores				
2) Professional Development for all teachers	2.0, 4.0, 10.0	Principals, teachers and supt	Lesson plans, STAAR/EOC scores increased				
3) Provide time for teacher collaboration, planning and purposeful lesson plans, and planning formative assessments.	2.0, 8.0	Principals, teachers	Lesson Plans, STAAR/EOC increased scores				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


Goal 1: WDISD will improve the culture of high achievement and will improve instructional processes to enhance the academic performance of all students.

Performance Objective 5: 100% of 8th Grade Social Studies students will reach the "Approaches" testing level on STAAR


Evaluation Data Source(s) 5: 8th grade Social Studies STAAR assessment

Summative Evaluation 5:

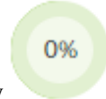
Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Utilize data from DMAC and the STAAR Online testing tool	4.0	Principals, Special Education Teachers and regular classroom teachers	Increased STAAR/EOC scores				
2) Professional Development for all teachers	2.0, 4.0, 10.0	Principals, teachers and supt	Lesson plans, STAAR/EOC scores increased				
3) Provide time for teacher collaboration, planning and purposeful lesson plans, and planning formative assessments.	2.0, 8.0	Principals, teachers	Lesson Plans, STAAR/EOC increased scores				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 2: WDISD will recruit and maintain a highly qualified staff.

Performance Objective 1: 100% of WDISD staff will be provided training to ensure student success.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) ESC16 will provide professional development through contracted services such as instructional coaching, data coaching, content specific training, technology training....	1.0, 2.0, 3.0, 4.0, 5.0, 8.0	Superintendent, principals, technology directors	Professional development records Budget records Meeting documentation				
Funding Sources: Title I - 0.00							
2) Utilize educational aides to support instruction to increase student achievement.	1.0, 3.0, 4.0, 9.0	Principal	HQ report, professional development records, observation, schedules				
Funding Sources: Title I - 0.00, Title II - 0.00							
3) Teachers will utilize texasgateway.org to improve delivery of quality instruction in the classroom.	2.0, 3.0, 4.0	Principals and teachers	_____ reports				
4) Utilize T-TESS as the evaluation tool for staff	1.0, 3.0, 4.0, 9.0	Principals	Proficient or higher evaluation scores				

Goal 2: WDISD will recruit and maintain a highly qualified staff.

Performance Objective 2: 100% of WDISD instructional staff will be highly qualified.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teaching applicants will apply through an on-line screening process to ensure highly qualified.	2.0, 3.0, 5.0	Superintendent and technology director	Online applications				
Funding Sources: Local - 0.00							
2) District will reimburse for added testing and the fee for upgrading the certification to meet district needs.	3.0, 5.0	Superintendent, principals	Certifications				
Funding Sources: Local - 0.00							
3) Annually evaluate stipend schedule against current market to remain competitive.	1.0, 3.0, 5.0	Superintendent and principals	Revised pay scale				
4) Provide stipends to employees in high need areas.	5.0	Payroll manager	Payroll				
Funding Sources: Local - 0.00							
5) Teachers have choice in selection of professional development to meet individual needs for improved classroom instruction.	3.0, 4.0, 5.0, 9.0	Principals and teachers	PDAS, professional development records				
Funding Sources: Title I - 0.00, Title II - 0.00, Local - 0.00							

Goal 3: WDISD will foster positive community/parental relationships in an environment that is safe and student focused.

Performance Objective 1: 100% of all WDISD parents will be contacted in areas such as: student achievement, behavior, and district and campus activities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) District will utilize Facebook, SchoolWay, and AlertNow as communication tools to parents and community.	6.0, 10.0	Superintendent and principals	Parent surveys, program reports, and feedback				
	Funding Sources: Local - 0.00						
2) Progress reports, report cards, SRC, assessment results are sent home with detailed explanations.	6.0	Principals, counselors, teachers	Surveys, copies of reports, mailing lists				
	Funding Sources: Local - 0.00						

Goal 3: WDISD will foster positive community/parental relationships in an environment that is safe and student focused.

Performance Objective 2: 100% of employees will be provided professional development in drug and violence prevention, emergency drills and policies as well as identification in working with special sub populations.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Stakeholders will receive professional development in the prevention of bullying and suicide, conflict resolution, pregnancy related issues, discipline, violence prevention, including harassment and dating violence as well as emergency drills and policies.	4.0, 9.0, 10.0	Principals and counselors.	Sign in sheets, meeting documentation				
Funding Sources: SCE - 0.00							
2) District will provide training to specific staff to meet the needs of all sub populations including: GT, At Risk, LEP, Special Education, Dyslexia, 504, Economically Disadvantaged, Homeless, Foster Care students...	4.0, 9.0, 10.0	Superintendent, principals, counselors, and teachers.	Meeting documentation, professional development certificates FFC (Exhibit A) FFC (Exhibit B) FFC Regulation				
Funding Sources: SCE - 0.00, Local - 0.00							

Goal 4: WDISD will utilize current and emerging technologies to increase the effectiveness of student learning and instructional management.

Performance Objective 1: WDISD will provide 100% of instructional staff Professional Development for integrating technology into the classroom

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Staff and administrators will have the option of attending the TCEA conference on a rotational basis.,provided that funding is available.	2.0, 4.0	Superintendent, principals, and teachers	Professional Development record, budget, registration documentation, feedback				
Funding Sources: Local - 0.00							
2) District will contract with various technology providers for instructional coaching implementing technology to increase student achievement.	4.0, 8.0, 9.0	Superintendent, principals, teachers	Contract, budget, meeting documentation.				
Funding Sources: Local - 0.00							
							

Goal 4: WDISD will utilize current and emerging technologies to increase the effectiveness of student learning and instructional management.

Performance Objective 2: WDISD will provide 100% of all staff quality training on district software programs.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Increase software usage such as: IStation, DMAC, TEKS Resource System, and software to support core academic areas.	1.0, 2.0, 4.0, 8.0, 9.0	Superintendent, technology director, principals, teachers	Program reports, budget, certificates				
	Funding Sources: Local - 6130.00						
2) Implement schoolwide Google Training such as gmail, google apps, google academy.....	2.0, 4.0, 8.0, 9.0	Superintendent, technology director, principals, teachers	Meeting documentation, professional development records. rollover to Gmail.				
	Funding Sources: Local - 0.00						

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6119.00.102.6.30.0.00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$106,895.00
199.11.6119.00.001.6.30.0.00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$46,541.00
199.11.6119.00.699.6.30.0.00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$10,000.00
199.11.6129.00.102.6.30.0.00	6129 Salaries or Wages for Support Personnel	\$1,261.00
199.11.6141.00.001.6.30.0.00	6141 Social Security/Medicare	\$633.00
199.11.6141.00.102.6.30.0.00	6141 Social Security/Medicare	\$1,452.00
199.11.6142.00.001.6.30.0.00	6142 Group Health and Life Insurance	\$2,943.00
199.11.6142.00.102.6.30.0.00	6142 Group Health and Life Insurance	\$6,060.00
199.11.6143.00.001.6.30.0.00	6143 Workers' Compensation	\$228.00
199.11.6143.00.102.6.30.0.00	6143 Workers' Compensation	\$530.00
199.11.6144.00.001.6.30.0.00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$3,267.00
199.11.6144.00.102.6.30.0.00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$7,929.00
199.11.6145.00.001.6.30.0.00	6145 Unemployment Compensation	\$26.00
199.11.6145.00.102.6.30.0.00	6145 Unemployment Compensation	\$59.00
199.11.6146.00.001.6.30.0.00	6146 Teacher Retirement/TRS Care	\$1,238.00
199.11.6146.00.102.6.30.0.00	6146 Teacher Retirement/TRS Care	\$2,253.00
6100 Subtotal:		\$191,315.00
6200 Professional and Contracted Services		
199.11.6219.00.001.6.30.0.00	6219 Professional Services	\$500.00
199.11.6219.00.102.6.30.0.00	6219 Professional Services	\$500.00

199.11.6223.00.001.6.30.0.00	6223 Student Tuition - Other Than Public Schools	\$300.00
199.11.6239.SC.999.6.30.0.00	6239 ESC Services	\$7,000.00
6200 Subtotal:		\$8,300.00
6300 Supplies and Services		
199.11.6399.00.001.6.30.0.00	6399 General Supplies	\$1,000.00
199.11.6399.00.102.6.30.0.00	6399 General Supplies	\$2,000.00
6300 Subtotal:		\$3,000.00
6400 Other Operating Costs		
199.11.6410.00.001.6.30.0.00	6410 Travel, Subsistence and Stipends	\$700.00
199.13.6411.00.001.6.30.0.00	6410 Travel, Subsistence and Stipends	\$150.00
6400 Subtotal:		\$850.00

Campus Funding Summary

Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	4			\$0.00
2	1	1	Purchase Title II Contract	2111362390299930	\$0.00
2	1	2	Aide Salary	21111612900102630	\$0.00
2	1	2	Purchase Title II contract	2111362390299930	\$0.00
2	2	5	Contracted Services		\$0.00
Sub-Total					\$0.00
Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$0.00
1	1	4			\$0.00
2	1	2	Aide Salary	25511612900102630	\$0.00
2	2	5			\$0.00
Sub-Total					\$0.00
SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2	API		\$0.00
1	3	1			\$0.00
1	3	2			\$0.00
1	3	4	At Risk		\$0.00
3	2	1			\$0.00
3	2	2			\$0.00
Sub-Total					\$0.00

Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$0.00
1	1	4	Travel and subs		\$0.00
1	2	1			\$0.00
1	3	3			\$0.00
2	2	1	TalentEd, Region 16		\$0.00
2	2	2			\$0.00
2	2	4	Stipends		\$0.00
2	2	5			\$0.00
3	1	1	AlertNow		\$0.00
3	1	2			\$0.00
3	2	2			\$0.00
4	1	1			\$0.00
4	1	2	E.ON application fee	199	\$0.00
4	2	1	DMAC	199116239DM99911	\$3,430.00
4	2	1	TEKS Resource System	199116239CI99911	\$2,700.00
4	2	2			\$0.00
Sub-Total					\$6,130.00
Grand Total					\$6,130.00