

Goal 1: By May 2010, at least 93% of all students in each special population will be expected to meet or exceed the educational performance standards as measured by the State Accountability System.

Objective 1: By May 2010, each special population group shows an increase in the percent passing the math section of the TAKS Test.

INITIATIVES/ ACTIVITIES/STRATEGIES	STAFF RESPONSIBLE	TIMELINE	RESOURCES ALLOCATED	FORMATIVE EVALUATION	EXPECTED OUTCOME
1. Find and use materials for all subjects areas that will help math scores on TAKS	1. Math teachers	1. Summer/Fall	1. Local SCE \$	1. Report cards & TAKS scores	1. Increase in math scores for each population
2. Format tests to TAKS	2. Principal & Math teachers	2. Aug-May	2. teachers	2. Report cards & TAKS scores	2. Teacher awareness to TAKS objectives
3. Each teacher will receive a copy of TAKS Math objectives	3. Math Department	3. August	3. teachers	3. TAKS results	3. Teacher awareness to TAKS objectives
4. Disaggregate TAKS data to target individual weaknesses.	4. Counselor/Principal Teachers	4. Summer/Fall	4. Local Funds	4. TAKS results	4. Increase in TAKS scores
5. Study skill classes for those who have not mastered TAKS at 10 th grade or exit level	5. Math Dept.	5. Aug-May	5. SCE \$	5. TAKS results	5. Quality of student projects
6. Practice TAKS tests given to all juniors when available	6. Teachers, Counselor/Principal	6. Sept/Oct	6. Released tests and AEIS report data	6. Practice test results	6. Increase in student TAKS scores
7. Collaboration with other campuses to vertically align curriculum K-12	7. All math teachers & administration	7. Aug – May	7. Local	7. TAKS results	7. Increase in six week grades and TAKS scores
8. Determine total full time equivalents (FTEs)	8. Bus. Manager	8. August	1.0749 FTEs	8. SCE Personnel list	8. DIP / CIP with FTEs

Goal 1: By May 2010, at least 93% of all students in each special population will be expected to meet or exceed the educational performance standards as measured by the State Accountability System.

Objective 2: By May 2010, each special population group in grade 9 will show an increase in the percent passing the reading section of the TAKS Test

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Find and use materials for all subject areas that will help reading scores on TAKS	study skills teachers	Summer/Fall	Local SCE \$	Report cards & TAKS results	Improve on ELA scores for each special population
2. Format tests to TAKS	Principal & ELA teachers	Aug-May	Teachers	Report cards & TAKS results	Teacher awareness to TAKS objectives
3. Each teacher will receive a copy of TAKS reading objectives	ELA dept.	August	Teachers	TAKS results	Teacher awareness to TAKS objectives
4. Disaggregate TAKS data to target individual weaknesses	Counselor/Principal	September	Local Funds	TAKS results	Increase in TAKS scores
5. Collaboration among ELA teachers & administration	ELA teachers & adm.	Year round	Local	TAKS results	Increase in TAKS scores
6. Determine total full time equivalents (FTEs)	Bus/ Manager	Year Round	1.0749 FTEs	SCE Personnel list	DIP / CIP with FTEs
7. Implementation of Reading Plus Program	ELA and Ag Dept	Year Round	High School Initiative	Individual Assessment	Increase in individual student's reading capacity and comprehension as well as ACT, SAT, and TAKS scores

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Objective 3: By May 2010, each special population group in grade 10 & 11 will show an increase in the percent passing the ELA & writing section of the TAKS test.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Find and use materials for all subjects areas that will help ELA scores on TAKS	English study skills teachers	Summer/Fall	Local SCE \$	Report cards & TAKS results	Improve ELA scores for each special population
2. Format tests to TAKS	Principal & ELA teachers	Aug-May	Teachers	Report cards & TAKS results	Teacher awareness to TAKS objectives
3. Each teacher will receive a copy of TAKS & ELA writing objectives	ELA dept.	Fall	Teachers	TAKS results	Teacher awareness to TAKS objectives
4. Disaggregate TAKS data to target individual weaknesses	Counselor/Principal	Fall	Local Funds	TAKS results	Increase in TAKS scores
5. Study skill classes for those who have not mastered TAKS	ELA Dept.	Aug-May	SCE \$	TAKS results	Students in study skills classes will show improvement
6. Practice TAKS tests given to all juniors who scored below 3 on 10th grade ELA writing prompt	Teachers, Counselor/Principal	October	Released tests and AEIS report data	Practice test results	Data showing students weaknesses
7. Collaboration among ELA dept. & with other campuses to vertically allow curriculum K-12	ELA / Adm	Year round	Local	TAKS results	Increase in TAKS scores
8. Determine total full time equivalents (FTEs)	Bus/ Manager	August	1.0749 FTEs	SCE Personnel list	DIP / CIP with FTEs

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Objective 4: By May 2010, each special population group in grades 10 and 11 will show an increase in the percent passing the science and social studies sections of the TAKS Test.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Find and use materials for all subject areas that will help science on TAKS	Science, Study Skills teachers	Summer/Fall	Local SCE	Report cards & TAKS results	5% gain on science & Social Studies scores for each special population
2. Format tests to TAKS	Principal & Science Departments	Aug-May	Teachers	Report cards & TAKS results	Teacher awareness to TAKS objectives
3. Each teacher will receive a copy of TAKS science objectives	Science Departments	August	Teachers	TAKS results	Teacher awareness to TAKS objectives
4. Disaggregate TAKS data to target individual weaknesses	Counselor/Principal	Summer/Fall	Local Funds	TAKS results	Increase in TAKS scores
5. Study skill classes for those who have not mastered TAKS or did not master TAKS in 8th grade	Science Departments	Aug-May	SCE	TAKS results	Students in study skills classes will pass TAKS Test
6. Practice TAKS tests given to all juniors when available	Teachers, Counselor/Principal	October	Teachers	Practice test results	Data showing students weaknesses
7. Determine total full time equivalents (FTEs)	Bus. Manager	August	1.0749 FTEs	SCE personnel list	DIP / CIP with FTEs

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Objective 5: By May 2010, each special population group in grades 10 and 11 will show an increase in the percent passing the social studies sections of the TAKS Test.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Find and use materials for all subject areas that will help social studies scores on TAKS	Social Studies study skills teachers	Summer/Fall	Local SCE	Report cards & TAKS results	5% gain on social studies scores for each special
2. Format tests to TAKS	Principal & Social Studies Departments	Aug-May	Teachers	Report cards & TAKS results	Teacher awareness to TAKS objectives
3. Each teacher will receive a copy of TAKS social studies objectives	Social Studies Departments	August	Teachers	TAKS results	Teacher awareness to TAKS objectives
4. Disaggregate TAKS data to target individual weaknesses	Counselor/Principal	September	Local Funds	TAKS results	Increase in TAKS scores
5. Study skill classes for those who have not mastered TAKS or did not master TAKS in the 8th grade	Social Studies Departments	Aug-May	SCE	TAKS results	Students in study skills classes will pass TAKS test
6. Practice TAKS tests given to all juniors when available	Teachers, Counselor/Principal	October	Teachers	Practice test results	Data showing students weaknesses
7. Collaboration with other campuses to vertically align curriculum K-12	All Social Studies teachers and administration	Aug - May	Local	TAKS results	Increase in TAKS scores
8. Determine total full time equivalents (FTEs)	Bus. Manager	August	1.0749 FTEs	SCE personnel list	DIP / CIP with FTEs

Goal 1: By May 2010, at least 93% of all students in each special population will be expected to meet or exceed the educational performance standards as measured by the State Accountability System.

Objective 6: All campuses will attain a minimum attendance rate of 96% during the 2009-2010 school year.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Semester and final exam exemptions	HS Faculty	Per Semester	Teachers	Attendance rate	96% attendance rate or higher
2. Teacher encouragement	HS Faculty	Each six weeks	Teachers	Attendance rate	96% attendance rate or higher
3. More parental contact by teachers and administration	HS Faculty	Each six weeks	Teachers & Principals	Attendance rate	96% attendance rate or higher
4. End-of-year incentive for perfect attendance	HS Faculty	Each six weeks	Activity fund	Attendance rate	96% attendance rate or higher
5. Perfect attendance per six weeks incentive	Principal	Each six weeks	Activity fund Local	Attendance rate	96% attendance rate or higher
6. Wildcat Club	Principal/Student Council sponsor	Each six weeks	Activity fund	Weekly attendance	96% attendance rate or higher

Goal 2: The students of the Idalou schools will be taught so that all students may develop a positive self-esteem, respect for others, responsible behavior, interpersonal effectiveness, and realize their learning potential in order to prepare for productive lives.

Objective 1: All campuses will focus on creating opportunities for students with special needs so differences in academic achievement socio-economic status, ethnicity, sex, and handicapping conditions are eliminated.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Decrease failure rate in all academic areas by having tutorial period	HS Faculty & Principal	Per 6 weeks	Local SCE	Progress reports & failure rates	95% passing rate in all grades
2. Decrease drop-out rate by having tutorials and counseling	Superintendent	August	\$54,849	Drop-out rate	Less than 1% drop-out rate School report
3. Involvement of students in extra-curricular	HS Faculty	Per semester	High School staff	Number of students in extra-curricular activities	Increase in number of students participating in extra-curricular activities
4. Maintain the number of vocational courses being offered and taken	HS Faculty	Per semester	High School staff	Number of Vocational courses being taught	Continue with 50% involvement
5. Pursue a full-time vocational position	Vocational Staff	7-Jun	Local funds	Needs assessment	A need for another full-time home economics teacher
6. Improve student attendance by teacher commitment to having parental contact	HS Faculty	Per 6 weeks	HS staff & activity fund	Attendance rate	96% attendance rate
7. Create an intervention assistance team to address intervention strategies and use a variety of support services for Special Education referrals	Principal, staff, ARD committee, EPEC	As needed or required	High School staff	IEP assessments	Appropriate IEP's conducive to student success

Goal 2: The students of the Idalou schools will be taught so that all students may develop a positive self-esteem, respect for others, responsible behavior, interpersonal effectiveness, and realize their learning potential in order to prepare for productive lives.

Objective 2: Teachers will strive to use more innovative teaching strategies and techniques to motivate students to learn and become more responsible for their learning.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Provide opportunities for teacher training in innovative techniques	Principal	Aug-May	Local Fund	Progress reports & failure rates	Improved instruction
2. Continue to provide all high school faculty the opportunity to get G/T certified with 30 clock hours	Principal	Aug-May	Local Fund	Drop-out rate	All high school staff to have G/T Certification
3. Provide opportunities for teachers to visit other classrooms to enhance and/or learn new teaching strategies	Principal	Aug-May	Teachers	Mentor teachers Professional	Improved instruction Enhanced instruction
4. Use of internet to enhance teaching and learning	Teachers	Aug-May	Intel and Grants	Online courses taught & enrolled	and increase in student

Objective 3: All campuses will create an awareness of UIL/extra-curricular activities and what participation in these activities can do to prepare students real world situations.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Increase % of students involved in UIL and extra-curricular activities by active recruitment and promotion	HS Staff	Aug-May	Local Sponsors and coaches	Number of participating students	High % of participation & high scores in competition

Goal 3: The Idalou schools will strive to create an effective interaction between parents, students, and faculty in regard to student expectations, performance, and behavior to insure a safe and more positive learning environment for all students.

Objective 1: All campuses will follow/enforce a consistent student code of conduct so that good discipline is maintained and a safe learning environment is provided

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Continue to evaluate & enforce student code of conduct & student handbook	Principal, Assist. Principal, Counselor, SBDM team & teachers	Aug-May	Staff time & effort	Discipline referrals	Consistent student discipline & reduction in discipline referrals
2. Orientation for students, parents, & community.	Counselor & Principal	Fall	Staff time Handbook on disk	Parent questions & input	Continued communication & interaction with community, reduction in discipline referrals
3. Continue with tutorial program	Counselor, Principal, & Site base committee	Aug-May	Staff time	Record of failure referrals	Fewer failure referrals Fewer referrals;
4. Develop / re-evaluate Wildcat Club	Student Council Spon., Principal	Aug-May	Activity fund/budget	Number of members each six weeks	Create positive atmosphere
5. Provide assemblies such as drug-free and vehicle safety. Ex: <i>Shattered Dreams</i> , <i>Teen Coalition against Destructive Driving</i> , <i>Camfel Productions</i>	Principal, Counselor & Student Council	Year Round	Activity Drug Free Grants		

Goal 3: The Idalou schools will strive to create an effective interaction between parents, students, and faculty in regard to student expectations, performance, and behavior to insure a safe and more positive learning environment for all students.

Objective 2: Students of Idalou ISD will be encouraged to be involved in community and school activities that promote parent/community support

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Choir/Band	Music & Band Directors	Aug-May	Time & effort of HS staff	Ratings	Assembly presentations for students & community
2. One-Act Play	OAP Director	Aug-May	Time & effort of HS staff	Ratings	Assembly presentations for students & community
3. Extra-curricular Activities (i.e. Ag, UIL, School Clubs)	HS staff & coaches	Aug-May	Time & effort of HS staff	Ratings, Point systems	Assembly presentations for students & community banquets
4. Perform before community clubs & organizations	HS staff	Aug-May	Time & effort of HS staff	Ratings	Assembly presentations for students &

Goal 3: The Idalou schools will strive to create an effective interaction between parents, students, and faculty in regard to student expectations, performance, and behavior to insure a safe and more positive learning environment for all students.

Objective 3: All faculty members will strive to have personal contact with all parents in order to create a more positive relationship between parents and school.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Open House & report card pick-up night	HS Staff	Sept.	HS Staff	Number of parents attending	Better parent/teacher communication
2. G/T parent meeting	G/T coordinators	Fall	G/T coordinators	Number of parents attending	Better parent/teacher communication
3. Meet the Wildcats Night	Coaches	August	Coaches	Number of parents attending	Better parent/teacher communication
4. Increase parent/teacher communication *stagger campus times every three weeks instead of six week intervals	HS staff	Aug-May	HS staff	Low number of communication problems	Clear communication between teachers & parents
5. Spring Orientation for 8th graders	Counselor & Principal		HS staff	Number of parents attending	Better parent/teacher communication
6. Financial Aid Night	Counselor	Feb.	Counselor	Number of parents attending	Better parent/teacher communication
7. Tutorial teachers contact parents	HS Staff	Aug-May	Faculty	Number of contacts	Better parent/teacher communication

Objective 4: All members will strive to create a more positive learning environment for all students.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Provide opportunities for teacher training in creating a positive learning environment	HS Staff	Aug-May	Local	Teacher self-report	Increase resources for teacher strategies
2. Teachers will strive to make their classrooms a positive climate for learning	HS Staff	Aug-May	Teachers	Teacher failure rate	Decrease in number of students failing
3. Develop strategies to increase faculty morale	HS Staff & Administration	Aug-May	Administration	Survey	Increased teacher morale

Goal 4: Idalou ISD will strive to maintain and steadily increase it's investment in the use of technology as it pertains to the needs of the faculty. Further, technology will be utilized to enhance student success and prepare them for the 21st century

Objective 1: Hardware will be consistently added and properly maintained to ensure that the students and staff of Idalou ISD keep current with emerging technologies.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Update computers periodically	Technology Coordinator	Year Round	Local	Updating Labs	Update every four years or sooner
2. Review and examine emerging technology for inclusion in campus technology plans.	Technology Coordinator	Year round	Local	Improved tech. plans	Improved tech. plans for added student and teacher performance

Objective 2: Software will be consistently added and updated to enhance the academic performance of our students and the efficiency of our staff with emerging technologies.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Research and purchase quality software for core curriculums	Teachers, Principal	Year Round	Local and SCE funds	TAKS scores & report cards	Improve student performance in core areas & TAKS scores.
2. Examine and search out textbooks that have integrated software	Teachers, Principal	Year round	Local resources	Overall student performance	Supplements for teachers to utilize in classroom to improve student performance.

Goal 4: Idalou ISD will strive to maintain and steadily increase it's investment in the use of technology as it pertains to the needs of the faculty. Further, technology will be utilized to enhance student success and prepare them for the 21st century

Objective 3: The staff will receive training in the use of emerging technologies.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. All teachers will continue to receive training in use of electronic gradebook to record classroom grades.	Principal	Fall	Local	Record of training certificate	All teachers will be trained system
2. Use of electronic gradebook for grade reporting	Principal & teachers	Aug.-May	Teachers	Progress reports & report cards	All teachers will generate grades
3. Technology training will continue as necessary.	Technology Coordinator	Year Round	Technology allotment	Survey of training	Faculty and staff will be proficient in technology usage.
4. Teachers will receive training on any new software or programs such as Intel, PowerPoint, page maker, etc.	Principal & Technology Coordinator	Year round	Local resources	Record of training certificate	Increase use of software as tool for teaching & learning.
5. Reading Plus Program	Principal & Technology Coordinator	Year round	High School Initiative	Individual Assessment	

Objective 4: Various types of technology enhanced resources will be integrated into the curriculum to allow all students hands-on opportunities to increase proficiency in the core and other disciplines.

Initiatives/Activities/Strategies	Staff Responsible	Timeline	Resources Allocated	Formative Evaluation	Summative Evaluation
1. Teachers and students will continue to use the Internet as a tool to enhance teaching and learning.	Teachers	Aug.-May	Local, SCE, & technology funds	Student proficiency	Increase in student performance.
2. Teachers will make use of technology to provide hands-on opportunities for learning.	Teachers	Aug.-May	Local, SCE, & technology funds	Student proficiency	Increase in student performance.
3. Technology will continue to be integrated into all disciplines.	Teachers	Aug.-May	Local, SCE, & technology funds	Student proficiency	Increase in student performance.
4. Technology will be implemented into study skills classes for student remediation	Teachers	Aug.-May	Local, SCE, & technology funds	TAKS scores	Increase in student performance.
5. Promotion of Interactive Distance Learning for dual credit and advanced learning as well as extended course offerings.	Trained ITV personnel	Year round	Local	Student involvement	Increase in student participation

Idalou High School Campus Recruitment and Retention Plan

Goal #1		Highly Qualified Staff: by the end of 2009-2010, all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals.				
Performance Measures		1. 100% of core area teachers will be highly qualified by the end of the school year. 2. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year. 3. 100% of new hires will meet highly qualified status prior to employment. 4. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty schools will be 100%. 5. NCLB Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%. 6. NCLB Indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are highly qualified will be 100%.				
Summative Evaluation		Personnel files, highly qualified worksheets, and principal attestations.				
Schoolwide Component	Strategy/Activity	Target Population	Person Responsible	Budget/Resources	Formative Assessment	Benchmark Timeline
3. HQ	1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	All Staff Members	Superintendent	T IIA Local	Number of positions posted Number of applications completed Number of visits on the web page counter	Sept 1, 2009 Feb 1, 2010 May 1, 2010
3. HQ	2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	All Teachers	Campus Principal	T IIA Local	Mentor assignments	Aug 15, 2009
3. HQ	3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	All Teachers	Campus Principal	T IIA Local	Personnel files Professional Development records Teacher interviews	Aug 15, 2009 Aug 15, 2009 Aug 15, 2009
3. HQ	4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, Esl certification, coursework, and TExES testing in order to assure all staff is highly qualified.	All Teachers	Campus Principal	T IIA Local	Number of teachers in ACPs Professional Development records	Aug 15, 2009 Aug 15, 2009
3. HQ	5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	All Instructional Paraprofessionals	Campus Principal	T IIA Local	Personnel files Professional Development records	Aug 15, 2009 Aug 15, 2009

3. HQ	6. Require any instructional aides not considered highly qualified to complete TOP training.	All Instructional Para-professionals	Campus Principal	T IIA Local	Professional Development records Number of paraprofessionals attending TOP training	May 25, 2010 May 25, 2010
3. HQ	7. Provide incentives for teachers to attain ESL/GT certification.	All Teachers	Superintendent	T IIA Local	Staff Development records Personnel files	Aug 1, 2010 Aug 1, 2010
Title I Schoolwide Components				Program Budget Codes		
1. CNA	Comprehensive Needs Assessment	6. PI	Involvement	Local Local	T IV	Title IV (Safe & Drug Free)
2. RS	School Reform Strategies	7. T	Transition	T IA Title I, Part A	T V	Schools)
3. HQ	Highly Qualified Staff	8. TIA	Assessments	(Migrant)	SCE	State Compensatory Ed.
4. PD	Professional Development	9. AM	Assistance for Mastery	(TPTR)	OEYP	Otional Extended Year
5. ER	Employee Recruitment	10. CIS	of Svcs.	(Tech)	AMI/ARI	Accelerated Math/Reading
				T III Title III (Bilingual/ESL)	Other	Other