

**West Hardin County Consolidated Independent School District
District Improvement Plan
2009-2010**

District Goal #1	Curriculum, instruction and assessment will be aligned at West Hardin CCISD and delivered by well trained educators.
NCLB Goal #1	By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/ Language arts and mathematics.
Measurable Objectives: (Based on the 2008 TAKS results)	A. All TAKS tested areas below 90% mastery will improve at least 5%. B. “Economically Disadvantaged” students will achieve a minimum increase of at least 5% on TAKS. C. “At Risk” students will achieve a minimum increase of at least 5% on TAKS.
Summative Evaluation:	Spring 2010 TAKS results

TAKS	3rd Grade Reading			3rd Grade Math			4 th Grade Reading			4 th Grade Math			4 th Grade Writing		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	95	83	100	68	66	63	85	89	79	94	97	89	66	97	81
Eco. Disadva.	75	68	100	57	50	56	78	82	80	94	94	80	59	94	71
At-Risk	93	70	100	50	56	35	99	73	72	83	93	83	83	93	82

TAKS	5 th Grade Reading			5 th Grade Math			5 th Grade Science			6 th Grade Reading			6 th Grade Math		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	85	87	95	93	99	98	74	70	90	81	91	91	78	82	71
Eco. Disadva.	75	77	92	78	99	94	64	67	85	71	86	82	65	67	64
At-Risk	73	81	87	88	99	94		59	79	69	83	93	69	*	86

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TAKS	7 th Grade Reading			7 th Grade Math			7 th Grade Writing		
	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	84	94	89	55	89	89	95	97	100
Eco. Disadva.	95	90	100	64	70	67	100	100	100
At-Risk	81	91	83	30	82	83	96	91	100

TAKS	8 th Grade Reading			8 th Grade Math			8 th Grade Soc. St.			8 th Grade Science		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	79	92	100	50	64	87	78	78	90	63	46	75
Eco. Disadvan.	62	95	100	38	68	82	62	86	85	46	50	67
At-Risk	71	95	100	30	42	71	68	73	75	47	27	42

TAKS	9 th Grade Reading			9 th Grade Math		
	2007	2008	2009	2007	2008	2009
All Students	92	87	93	58	45	58
Eco. Disadvan.	86	82	90	46	36	55
At-Risk	89	75	90	27	18	35

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TAKS	10th Grade ELA			10 th Grade Math			10 th Grade Soc. St.			10 th Grade Science		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	86	97	94	47	57	44	77	82	85	49	61	52
Eco. Disadvan.	93	100	92	50	45	17	73	91	83	40	73	42
At-Risk	86	94	95	19	13	36	61	56	76	17	31	38

TAKS	Exit Level ELA			Exit Level Math			Exit Level Soc. St.			Exit Level Science		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
All Students	90	100	100	59	69	77	88	97	91	69	81	86
Eco. Disadvan.	89	100	100	61	60	83	83	90	100	67	70	83
At-Risk	86	100	100	40	50	65	82	91	85	56	67	80

Identified At-risk	Develop and implement a campus-to-campus transition plan	Student Roster	None Needed	Campus Principals Counselors	Spring Semester	Student Roster for 5 th and 8 th grade students	District Transition Plan Student and parent attendance at meetings and events
	Provide opportunities for students to attend career fairs to increase awareness of a wide variety of career choices.	Student Roster	Local: Field Trip costs	Campus Principals Counselors	As opportunities become available	Student Interest Survey	Student attendance roster
	Eligible 3 and 4 year old students will be served in an enriched Pre-K program	Child Find documents	Title I: 1 FTE = IA	Campus Principals	August-June	Student assessment data Lesson Plans Scope and Sequence	Student assessment Data
	ESL Students will be served through a pull-out program daily.	Student Data	Local Funding	Campus Principal ESL Teacher	August-June	Lesson Plans Student assessments	Student assessment results
	Provide Tier III instruction with a trained Reading First interventionist	Reading First Data	RF Grant: 1 FTE (IA)	Campus Principal Reading First Coach	August - June	Reading First data Student schedules	Beginning, middle and end of year RF assessments
	Students at-risk for failure will receive additional classroom assistance to improve performance	At-Risk roster	SCE: 2.0 FTE SCE: Staff Dev. \$2,500	Campus principals Curriculum Director	August - June	Lesson Plans Scope and Sequence Agendas for meetings Staff development opportunities	Student performance on TAKS and benchmark testing
	Students will be required to attend 10 Flex days to receive additional academic assistance in areas of low performance.	At Risk roster Student Grades Teacher Assessments	No additional funds needed	Teachers Campus Principals	10 designated Flex days in 2009-2010 calendar	Student Grades Attendance Records Discipline Records	
Teachers	Provide staff development for campus teams and campus staff on early intervention strategies for low performing students.	Campus Needs Assessment	Local: \$2500	Campus Principal Curriculum Director	Ongoing throughout 2008-2009 school year	Lesson Plans Observable teacher performance Student achievement	Student assessment results Principal observations in classrooms
	Provide Curriculum alignment staff development and on-going meetings to ensure vertical/horizontal alignment.	C-Scope Seawinn Curriculum documents	Local Funding	Campus Principals Curriculum Director	August – 2008 Monthly	Lesson Plans Scope and Sequence Teacher designed tests	Attendance records Student performance
	Professional staff development activities will be conducted by district staff and ESC 5 staff to help teachers integrate technology into the curriculum.	Technology needs survey	Sp. Ed: \$1,000 Title II D: \$500 Local: \$1,500	Curriculum Director Campus Principals	August – 2008 through June - 2009	Lesson Plans Student projects	Staff development attendance records. Principal observations of classrooms.

Target Populations	Strategy	Source(s) For Need	Resources (FTE, Fund Source Etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents of Completion
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Dyslexic Students	Teachers will be trained to identify dyslexic tendencies and in strategies to assist students in the regular classroom	Students identified as dyslexic	Local: Partial Teaching Salary	Campus Principals Dyslexic Coordinator	August - 2009	Lesson Plans Scope and Sequence Observable teacher performance	Student assessment results Benchmark testing results TAKS results

Students identified as dyslexic will be served by a trained dyslexia teacher.	Student roster of identified dyslexic students	Local: .1 FTE Supplies: Local: \$100	Campus Principal Dyslexia Teacher	August - June	Lesson Plans Scope and Sequence Student assessments	Student assessment results TAKS results
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Special Education Students	Provide staff development for all regular and special education teachers on curriculum alignment and differentiated instruction.	Campus needs assessment	Local: \$1000	Campus Principals Special Education Co-op Director	District-wide date to be determined. Individually as workshops become available	Lesson Plans Scope and Sequence Discipline reports	Discipline reports Student assessment results
All Students	The district library will continue to update books and periodicals to provide a wide variety of reading materials of interest to academic levels of students.	Library inventory	Local: \$5,000	Librarian	August - April	Budget request	Budget expenditures
	Utilize programs to assist in individualizing instruction and disaggregation of data	TAP data Benchmark testing Seawinn Software	Local: \$1000	Principals Teachers	August - June	Data planning sessions Data reports	Student grades Benchmark testing results TAKS results

District Goal #2	Students at West Hardin CCISD will be educated by technology literate teachers in classrooms equipped with cutting edge technology tools and resources.
NCLB Goal 3	By 2005-06, all students will be taught by highly qualified teachers.

Measurable Objectives:	<p>A. Students will be taught by highly qualified teachers and teachers who have received high quality professional Staff development</p> <p>B. Students and teachers will be assisted by paraprofessionals that meet the highly qualified standards.</p> <p>C. 100% of core area teachers will be highly qualified by the end of the school year.</p> <p>D. 00% of instructional paraprofessionals will meet the highly qualified standards.</p>
Summative Evaluation	NCLB Highly Qualified Report

Target Population	Strategy	Source(s) For Need	Resources (FTE, Fund Source etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents of Completion
Teachers	Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites and maintaining an active webpage.	Staffing Plan	Local: \$1000	Executive Secretary Technology Director Athletic Director Superintendent	February through July 2010	Certified teacher applications on file Job Fair attendance	Highly Qualified Report

Parents and community	Update district web page to offer current information regarding campus and district activities and more useful information.	Parent Surveys Parent Requests	None	Technology Director	Entire school year	NA	Upgraded web page
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District Goal #3	West Hardin CCISD students will be provided a learning environment that is safe, builds character and promotes high educational standards for all students.
NCLB Goal 4	All students will be educated in learning environments that are safe, drug free, and conducive to learning.
Measureable Objectives	Promote a safe environment as measured by a decrease in TEA required reportable discipline referrals by 3% and district referrals by 5%

Summative Evaluation	TEA PEIMS Data	District Discipline Referral Data
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Target Population	Strategy	Source(s) For Need	Resources (FTE, Fund Source etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents Of Completion
All Students All Staff	Implement district-wide and campus <i>Crisis Management Plans</i> and Facilities Safety Plan which includes timelines for required drills	Crisis Management Plan	None needed	Superintendent Crisis Team	Monthly	Crisis Team meetings	Documentation of drills
	Conduct periodic safety audit reviews to ensure all campuses provide a safe school environment.	Campus Safety Audits	None needed	Superintendent Crisis Team	Monthly	Scheduled walk through	Monthly Board report
	Implement activities in <i>5 Year Strategic Plan</i>	5 Year Plan	Determined by plan	Superintendent	Review monthly	Schedules and planning of projects outlined in plan	Documentation in plan of completion of project
	Install video cameras on buses and outdoor surveillance cameras to increase campus security	Campus Safety Audit	Local: \$3500	Superintendent Maintenance Director	Each school year	Purchase requisitions	Budget documentation
	Conduct Red Ribbon Activities, contract with Drug Dog provider, strengthen character education program to ensure a Safe and Drug Free school environment.	Drug Free Plan with Region V	PTO Funds Activity Funds Local: \$2500	Campus principals	August - June	Purchase requisitions Drug Dog unscheduled visits Planned activities	Title IV part A Evaluation
	Conduct Bullying, Harassment, Internet Safety , suicide prevention, conflict resolution and Dating Violence presentations to reduce discipline referrals.	Discipline Management Plan	Hardin County Victim's Unit	Campus principals	Fall and Spring	Schedule of presentations Student attendance	Discipline referral reports

Target Population	Strategy	Source(s) For Need	Resources (FTE, Fund Source etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents Of Completion
All Staff All Students	Students and staff will wear name badges at all times while on campus	Discipline Management Plan	Local: \$500	Superintendent Maintenance Director	Daily August - June	ID Badges visible	Discipline referral reports

Promote Character Education program in all classes and with parents and community.	Character Education Curriculum	Local: \$500 State Comp.: \$1,000	Curriculum Director Principals	August through June	NA	Discipline referral report
Use school safety audits to address safety issues and concerns. Implement safety measures as recommended by audits.	Safety Audit information	None	Safety Audit Team Superintendent	August through June	List of safety concerns reported in Audit.	Completion of Safety Audit concerns

Board Members Community Members Parents	Conduct monthly updates at the monthly Board of Trustees meeting on all school safety issues.	Safety Audit Reports from Maintenance Department	None needed	Campus principals Superintendent	Monthly August - July	5 year plan checklist	Monthly Board agendas 5 year plan completion
	Solicit donations from community and businesses to contribute to a reward system for students that have perfect or near perfect attendance.	Student attendance records	Donations from businesses and community Local: \$500	Superintendent Curriculum Director Counselor Campus Principals	Each six weeks	Student Attendance Rate	Student Attendance Rate

District Goal #3	West Hardin CCISD students will be provided a learning environment that is safe, builds character and promotes high educational standards for all students.
NCLB Goal 5	All students will graduate from high school
Measurable Objectives	A. Attain and maintain an attendance rate of 96% or better. B. Reduce dropout rate to less than 1%
Summative Evaluation	AEIS report

School Year	Attendance Percent	Number of Dropouts	Percent
2002-2003	93%	0	0
2003-2004	94.7%	2	0.6%
2004-2005	94%	5	
2005-2006	94.3%	5	1.7%
2006-2007	93.4%	8	2.6%
2007-2008	94.3		

Target Population	Strategy	Source(s) For Need	Resources (FTE, Fund Source etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents Of Completion
All Students All Teachers	Evaluate the comprehensive plan to reduce failure rate at high school through staff development and instructional planning	Campus plans Student grades	Local: \$500	Campus principals Superintendent	August - June	Departmental meetings Workshop offerings	Reduced failure rate Workshop attendance
	Utilize dropout prevention procedures	Drop out report	None needed	Campus principals Counselor Teachers	August - June	Departmental meetings Staff development	Reduced drop-out rate
At Risk Students	Facilitate and evaluate guidance program to target at-risk students' needs.	At risk report	Local: 1 FTE Counselors	Counselors Campus principals	August - June	Scheduled meetings with students and teachers	Counselor log of student contacts Student performance
	Provide alternative educational settings for at-risk students	Course selection catalog Discipline management plan	Local: \$5,000 software renewals High School Allotment: Software purchases - \$8,000	Campus principals Curriculum Director	August - June	Student schedules Discipline Report	Student performance Discipline Report
All Staff	Professional development activities will be provided in behavior management techniques.	Discipline reports	Local: \$500	Campus principals	In-service Day	Scheduled in-service	Staff Attendance Discipline reports

District Goal #3	West Hardin CCISD students will be provided a learning environment that is safe, builds character and promotes high educational standards for all students.

Measurable Objectives	Increase communication for staff, parents and community.
Summative Evaluation	End of year staff and parent survey results

Target Population	Strategy	Source(s) For Need	Resources (FTE, Fund Source etc.)	Person Responsible	Timeline	Formative Evaluation(s)	Documents of Completion
All Students All Staff	Recognize staff and students at Board meetings	Employee of the month nom. Student recognitions	Local: \$2500	Superintendent Campus Principals	August - June	Nominations Student Activity reports	Board meeting agendas
Parents Community	Update district and campus web pages frequently	Information for Web page	None needed	Technology Director	Daily	Information regarding campus and district activities	Updated Web page
	Maintain avenues for communication to address campus and district climate concerns.	Student, staff and parent surveys	None needed	Superintendent Campus principals	Monthly	Development of surveys and access to surveys	Survey results
All Students Parents	Ensure that parents are informed about the high school graduation plans; Texas Grant Programs and Teach for Texas Grant; post secondary requirements, financial aide opportunities and Early Graduation requirements.	Pamphlets and information from agencies offering services.	None needed	Campus principal Counselor	August - June	Meeting agendas Lists of sources available to students	Attendance at meetings Number of students receiving services
	Provide student handbooks on-line for student and parent reference.	Completed student handbook	None needed	Campus principals Technology Director	August	Information informing parents and students of availability of handbook	Handbook on web page
Staff	Enhance communication through: <ul style="list-style-type: none"> A-Team Meetings District Web Page Staff Suggestion Forms Staff Surveys Staff Recognition Departmental meetings 	Surveys Information for Web page Schedule of meetings	None needed	Campus principals Technology Director Superintendent	Ongoing throughout the school year	Agendas Completed surveys Scheduled meetings	Attendance at meetings Number of staff members recognized Implementations of suggestions from surveys