

# KILGORE INT

## **Campus Improvement Plan**

2010/2011

*Whatever it takes.*

# KILGORE INT

## **Mission**

### *Mission Statement*

*Kilgore ISD is a community committed to doing WHATEVER IT TAKES in helping all students reach a high level of academic achievement as determined by state and national standards with the ability to creatively think, lead, collaborate, communicate and thrive in our local and a global society. We commit to a comprehensive system of support to assure this outcome. We believe our mission includes the education and preparation of our students for lifelong academic as well as workforce opportunities with an uncompromising commitment to a higher level of excellence.*

## **Vision**

*With leadership from our superintendent, the district site-based decision-making committee that represents all district stakeholders has collaboratively developed this plan. All performance goals identified in NCLB legislation has been adopted by the district and are reflected in this Plan of Action. Key Strategies implemented to improve/accelerate student performance and to upgrade school wide campuses are determined to be scientifically based research. (NCLB #2)*

### Nondiscrimination Notice

KILGORE INT does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# KILGORE INT Site Base

Name	Position
ADAMS, ANDY	PRINCIPAL
ALEXANDER, DONNA	5TH GRADE TEACHER
ANDERSON, TERESA	5TH GRADE TEACHER
BOOKER, VIRGINIA	COMMUNITY REPRESENTATIVE
COTTIER, JUDY	5TH GRADE TEACHER
DOLLINS, JENNIFER	KILGORE INTERMEDIATE ASSISTANT PRINCIPAL
JODRY, LIZ	DISTRICT-LEVEL PROFESSIONAL
JONES, JASON	PARENT
LANGLEY, CHRISTY	PARENT
LINDLEY, CINDY	PARENT/COMMUNITY COORDINATOR
MCKEE, ALPHADEL	PARENT
MCKINNON, WENDY	PARENT
ROBERTS, ANGELA	4TH GRADE TEACHER
SPRADLIN, RONNIE	BUSINESS REPRESENTATIVE

COMPREHENSIVE NEEDS ASSESSMENT  
TITLE I SCHOOLWIDE COMPONENT # 1  
(Relates to NCLB component # 1)

The following student performance information documents were used to conduct a needs assessment for student achievement in Kilgore I.S.D. An in-depth review and disaggregating of data by the district site-based committee led to the development of the goals, objectives, and strategies included in the District Plan of Action.

State accountability report (AEIS)  
Reading Proficiency Test in English  
PBMAS Report  
District Committee Recommendations  
Instructional Departments Recommendations  
PEIMS Report 415 Discipline Referrals  
TAKS Results  
AYP Reports  
DMAC reports  
ICF Survey  
Staffing Needs  
Benchmark Tests  
Student Academic Assessments  
NGS educational record of priority services for migrant students  
Attendance rates disaggregated by student groups and gender  
Prevalence of risk and protective factors  
Annual Migrant Survey  
Class size  
PEIMS 425 Record Incident Report  
Tobacco, alcohol, and other drug-use incident data  
Evaluations of professional development activities  
Evaluation of policies and procedures to ensure a positive impact on student performance

FINDINGS: Analysis of the cited data indicates:

1. Increase in academic performance for all populations in reading, writing, math, and science.
2. District received Gold Performance Commended rating on Writing
3. One campus received Gold Performance Commended rating: Maude Laird Middle School in Writing and Reading.
4. There is a significant gap in performance scores between African-American, Hispanic, LEP, At-Risk, Economically Disadvantaged and other student groups in all areas tested
5. Need for programs targeting African-American, Hispanic, LEP, Economically Disadvantaged, and At-Risk students in SSI grades to provide intensive math and science instruction.
6. Need to intensify instruction for Special Education and LEP students in all areas to meet recommended achievement status

The following funding sources support the strategies implemented to address the identified needs:

- ? Title I
- ? Title II, Part A
- ? Title II, Part D
- ? Title III
- ? Title IV
- ? Title V
- ? OEYP
- ? Accelerated Reading Program
- ? Accelerated Math Program
- ? Local Funds
- ? Pre-K Expansion Grant
- ? Headstart
- ? AP Incentive Awards
- ? CATE
- ? TIF
- ? SCE
- ? HB1 High School Allotment

# Resources

Resource	Source
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title IID Technology	Federal
Title III Bilingual / ESL	Federal
Title IV Safe and Drug Free	Federal
Activity Funds	Local
CATE Funds	State
Local Funds	State
State Compensatory	State

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2010/2011 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue benchmark testing for mastery of TEKS/TAKS objectives. SWC# 7 (Title I SW: 1) (Target Group: All) (NCLB: 1)	Department Heads, Principal, Teacher(s)	each 6 weeks	(F)Title I	ALL subpops with in 5 percentage points of each other.
2. Provide appropriate interventions for identified at-risk and other students not reaching desired academic performance levels: <ul style="list-style-type: none"> <li>• Lower student/teacher ratio</li> <li>• TAKS prep classes</li> <li>• Research-based teaching strategies including modeling, tactical learning, cooperative learning, manipulatives</li> <li>• Career awareness</li> <li>• Title I</li> <li>• CCC Lab</li> </ul> SWC# 2, 8, 10 (Title I SW: 2) (Target Group: All, AtRisk) (NCLB: 1)	Principal	each 6 weeks	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)Activity Funds, (S)State Compensatory	90% obtaining report card grade of at least 75 and mastering at least 85% tested objectives.
3. Weekly PLC meetings to strengthen TEKS/TAKS vertical and horizontal alignment. SWC# 7 (Target Group: All) (NCLB: 1)	Department Heads, Principal, Teacher(s)	December - May		Weekly submission of PLC agenda and report in Eduphoria.
4. Maintain training, as needed for Reading and Math initiatives. (Relates to NCLB component #2) SWC# 4, 10 (Target Group: All) (NCLB: 1)	Department Heads, Principal, Teacher(s)	6 weeks	(S)ARI/AMI	Benchmark scores indicating 90% mastering at least 85% tested objectives
5. Purchase library materials to ensure optimum resources for enhancing student achievement. SWC# 8, 10 (Target Group: All) (NCLB: 1)	Principal, Teacher(s)	9 months	(S)Local Funds	Informal surveys and needs assessments.
6. Provide summer school for identified at-risk students. (Target Group: AtRisk) (NCLB: 1)	Principal, Special Ed Teachers, Teacher(s)	May - September		90% eligible students served 90% students meeting grade level expectations

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide School Board recognition to all students who receive academic recognition in at least 3 areas. SWC# 5 (Target Group: All, GT) (NCLB: 1)	Principal, Program Director	September - October	(S)Local Funds	9-25-07, 10-23-07 Board recognition of 81 students, more than 2% of total enrollment.
8. Employ part-time parent liaison. SWC# 5,10 (Title I SW: 2) (Target Group: All) (NCLB: 1)	Principal, Superintendent(s)		(F)Title I	Hiring of Home Liason Increased parent involvement.
9. Provide opportunities for parents and community members to become partners: (Relates to NCLB component #6) <ul style="list-style-type: none"> <li>• District/campus committees</li> <li>• Campus Parent Resource Centers</li> <li>• Parent compacts</li> <li>• Staff development needs/plans</li> <li>• Meet the Teacher</li> <li>• Open House(s)</li> <li>• Orientations</li> <li>• Parenting skills classes</li> <li>• Parent Involvement Day(s)</li> <li>• Technology training</li> <li>• Computer access</li> <li>• Safe and Drug Free programs</li> <li style="padding-left: 20px;">Latino Family Literacy</li> <li>• PTA</li> <li>• Gold Card Club for senior citizens</li> <li>• Kilgore Economical Development Council</li> <li>• Parent GED training</li> <li>• Parent literacy training</li> <li>• Wellness Plan</li> </ul> SWC# 5, 10 (Target Group: All) (NCLB: 1)	Principal	Monthly	(F)Title I, (L)Activity Funds, (S)Local Funds	At least 10% increase in participation over same event last year.
10. Ensure an interpreter for all parent meetings. SWC# 5 (Title I SW: 2,6) (Target Group: H, ESL) (NCLB: 1)	Teacher(s)	May	(F)Title I	10% increase in attendance by non-English speaking parents.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Maintain a functional pre-referral student intervention assistance team on each campus. SWC# 2, 8 (Title I SW: 2) (Target Group: All, SPED) (NCLB: 1)	Executive Director of Special Programs, Principal	December	(S)Local Funds	90% reduction in referrals to special ed of non-qualifying students.
12. Educate all students with disabilities in the least restrictive environment. SWC# 2 (Title I SW: 2) (Target Group: SPED) (NCLB: 1)	Executive Director of Special Programs, Principal	August, October, May	(F)IDEA Special Education, (S)Local Funds	Increase in number of students taking TAKS/TAKS-Accommodated on level.
13. Maintain a trained behavior intervention team on each campus. (Target Group: All) (NCLB: 1)	Principal	September, December	(S)Local Funds	100% team members appropriately trained.
14. Implement Core Essentials for character development. Use Day2Day in daily announcements. SWC#2 (Target Group: All) (NCLB: 1)	Counselor(s), Principal, Program Director			Review lesson plans
15. Support and facilitate KISD Technology Plan. (Relates to NCLB component #2) SWC# 4,10 (Title I SW: 10) (Target Group: All) (NCLB: 1)	Director of Technology	September, January	(F)Title IID Technology, (S)Local Funds	Identified projects meeting timelines.
16. Support intent of Title I School wide programs: (Relates to NCLB component #2 & 3)SWC#2,8,10 (Title I SW: 1) (Target Group: All) (NCLB: 1,3)	Executive Director of Special Programs, Principal	Each 6 weeks		At least 85% students reaching minimum academic standards.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>17. Facilitate staff development to address identified needs: (Relates to NCLB components #4 &amp; 8)•Data disa a tion g~' g • Data analysis • TAKS item analysis • Importance of parental involvement • Technology • Conflict resolution • Discipline management • Suicide prevention • Recognition of dyslexic/reading disorder tendencies • TAKS content areas • Workshops, conferences, seminars • Strategies for working with at-risk students • CPR • Program-specific updates • Higher level/critical thinking skills • Coordination of core content with career technology personnel. • District procedures/criteria for placing students in special programs. SWC#3,4,10 (Title I SW: 1,2,3,4) (Target Group: All) (NCLB: 1)</p>	<p>Executive Director of Special Programs, Principal</p>	<p>Aug/Sept,January ,May</p>	<p>(F)Title I</p>	<p>At least 85% students from each population meeting minimum expectations each 6 weeks  100% students served by appropriate programs</p>
<p>18. Continue to provide enrichment program and advanced placement classes for identified Gifted/Talented students. (Relates to NCLB component #9) (Title I SW: 3) (Target Group: GT) (NCLB: 1)</p>	<p>Executive Director of Special Programs, Principal</p>	<p>Aug/Sept, January</p>	<p>(S)Local Funds</p>	<p>100% GT students meeting minimum passing standards 90% identified students meeting commended</p>
<p>19. Continue to provide resources such as United Streaming from National Geographic to teachers and students to facilitate student growth and academic performance. (Title I SW: 2) (Target Group: All) (NCLB: 1)</p>	<p>Director of Technology, Executive Director of Special Programs, Principal</p>	<p>October</p>	<p>(F)Title I, (S)Local Funds</p>	<p>85% students score at least 70% on teacher developed assessments</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
20. Implement fitness assessment utilizing FitnessGram as required by SB 530 (Title I SW: 3) (Target Group: All) (NCLB: 1)	Superintendent(s), Teacher(s)	November	(S)Local Funds	100% eligible students grades 3-12 will be assessed with FitnessGram
21. Provide needed staff development to ensure staff is highly qualified. (Relates to NCLB component # 5)SWC#3,4,10 (Title I SW: 4) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s)	August, October, May	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Teachers will present when returning from workshops or conferences. Campus staff development record for 2010-2011.
22. Develop a curriculum management plan that provides for alignment, data analysis, and monitored assessment through the use of the Kilgo curriculum alignment techniques and the forethought on line curriculum management tool to assure that all instruction is aligned vertically, horizontally and made available through out the district. (Target Group: All) (NCLB: 1,2,5)	Assistant Superintendent(s), Instructional Facilitator, Principal, Superintendent(s)	1 year	(S)CATE Funds, (S)Local Funds, (S)State Compensatory	
23. Increase student participation in UIL academic competitions on all levels. (Target Group: All) (NCLB: 1)	Lead Teacher, Principal	January	(S)Local Funds	20% increase in participation in UIL.
24. Assess and monitor the rigor of all advanced academic programs. GT & Math League. (Target Group: All)	Principal, Program Director	ON-going	(S)Local Funds	100% TAKS passing rate for students in advanced academic classes.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
25. Implement technology based instruction throughout the district through the i-learn program enhanced with computer based softwares: Waterford Destination Math Earobics Accelerated Reading/Math Success Maker Rosetta Stone Locature Brain Pop Read 180 Accelerated Reader Lexia (Title I SW: 1,2,8,9,10) (Target Group: All) (NCLB: 1,2,5)	Director of Technology, Lead Teacher, Principal	September 09	(F)Title IID Technology, (S)Local Funds	Yearly Program evaluations
26. Implement Navigating the ELPS strategies. Treat ALL students as ELLs. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)		(F)Title III Bilingual / ESL, (S)Local Funds	80% passing rate for all students.
27. By 2014, enable 100% of Kilgore Intermediate School students to be active participants in a positive community based activity or school-based enrichment program which will build values for good health, personal responsibility, and a dedication to learning as well service. (Target Group: All) (NCLB: 1)	Lead Teacher, Principal, Program Director, Teacher(s)		(O)grants	

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**Objective 2.** All limited English proficient students will become proficient in English and reach high academic standards as reflected in the Academic Performance Chart. (Relates to NCLB components 2, 3, 6, 9, and 10)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that all LEP students become proficient in English through the following: Increased ESL time for identified students Vertical alignment of adopted materials Correlation of Adopted/supplemental materials and TEKS  (Target Group: H, LEP) (NCLB: 1,2)	ESL Coordinator, Principal, Teacher(s)	December February April	(F)Title III Bilingual / ESL, (S)Local Funds	100% of students participating and demonstrating increased levels of proficiency
2. Participate in Region VII cooperative: Training and Technical Assistance (Target Group: H, LEP) (NCLB: 2)	ESL Coordinator, Program Director	January May	(F)Title III Bilingual / ESL	Are district needs being met through Cooperative.
3. Pay fees for teachers obtaining ESL certification (Target Group: ESL) (NCLB: 2,3)	Superintendent(s)	September January	(S)Local Funds	At least 5 teachers working toward certification.
4. Provide appropriate supplementary instructional materials to ensure English proficiency. (Target Group: LEP) (NCLB: 2)	ESL Coordinator, Principal	Every 6 weeks	(F)Title III Bilingual / ESL	90% of students meeting academic standards.
5. Encourage parental awareness and involvement (NCLB #6)  Interpreters Small group meetings Home Visits (Target Group: H) (NCLB: 2)	ESL Coordinator	December April		At least 50% of homes represented at meetings.

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**Objective 3.** KIS will recruit and maintain a high skilled, highly qualified and innovative staff in all positions through appropriate training and staff development, and retain at lease 95% of this staff from year to year to provide a quality of education for all students. (Relates to NCLB component # 3, 4, and 5)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide staff development to ensure that staff is highly qualified. (NCLB component #5) (Title I SW: 4) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Principal, Superintendent(s)	All year	(S)Local Funds	100% of staff highly qualified.
2. Develop a comprehensive New Teacher Academy for all new teachers. (Title I SW: 4) (Target Group: All) (NCLB: 3)	Campus Instructional Technologist, Department Heads, Instructional Facilitator	September, November February, May	(L)Activity Funds	100% of new staff attended all 4 Academy meetings.
3. Cooperate with area colleges, universities, Region VII teacher education as well as other alternative certification programs to ascertain qualified applicants. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Executive Director of Special Programs, Personnel Director	Throuhout year	(S)Local Funds	100% highly qualified staff
4. Align employee job descriptions with evaluation instruments. (Target Group: All)	Assistant Superintendent(s), Personnel Director, Principal	On going	(S)Local Funds	Monitor progress toward completion of instruments.
5. Provide comprehensive leadership development programs to encourage teachers to enter administrative programs and assist current administrators in developmnet of their skills (Title I SW: 3) (Target Group: All) (NCLB: 3)	Superintendent(s)	On going	(S)Local Funds	Evaluation of number of teachers in administrative programs and review of administrative staff development.
6. Provide oppourtunities for paraprofessionals to attend school by providing time off, comp time and flexible scheduling oppourtunities. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Principal	On going	(S)Local Funds	Review of number of paras attending classes each year.
7. District will pay certification cost for ESL as well as GT certifications. (Title I SW: 3) (Target Group: All, ESL, GT) (NCLB: 1,2,3)	ESL Coordinator, Principal	On going	(S)Local Funds	Teachers seeking and obtaining certifications.
8. The district will provide opportunities to recognize teachers for outstanding performance through the Teacher of the Year program and teaching grants. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Superintendent(s)	April	(S)Local Funds	Teacher of the year awards presented in May.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. The district will require administrators to monitor instruction through increased walk throughs and the PDAS evaluation system. (Title I SW: 3,8,10) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Principal	On going		Weekly walk through counts as documented by Deputy Superintendent.
10. The district will evaluate all salary scales of area districts and maintain a district salary scale that is competitive with these districts. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Business Manager, Personnel Director, Superintendent(s)	April-July		budget meetings on salary as documented by board notes
11. Teachers will complete peer observations and report information in Power of Collective Intelligence. (Target Group: All)	Principal, Teacher(s)		(S)Local Funds	Teachers will complete a POCI form each week after observing a peer.

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**Objective 4.** KIS will establish learning environments for all students and staff that are safe, drug-free, and conducive to learning and employee effectiveness and that will decrease disciplinary referrals by 5% each year. (Relates to NCLB component # 2 and 10)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Review and revise the student code of conduct to ensure strategies are in place to address:</p> <p>Unwanted verbal and physical abuse Sexual Harassment Bullying Dating violence Sexual abuse of children Alcohol awareness Parenting awareness (Target Group: All) (NCLB: 4,5)</p>	<p>Assistant Principal(s), Executive Director of Special Programs, Principal</p>	<p>June 2009-June 2010</p>	<p>(F)Title IV Safe and Drug Free, (S)Local Funds</p>	<p>Revisions completed</p>
<p>2. Provide programs to reduce violent behavior and drug/alcohol/tobacco abuse and usage.</p> <p>ETCADA Parent/Community training Red Ribbon Week Tobacco Grant (Target Group: All) (NCLB: 4)</p>	<p>Assistant Principal(s), Counselor(s), Executive Director of Special Programs, Principal</p>	<p>January</p>	<p>(F)Title IV Safe and Drug Free</p>	<p>10% reduction in deisciplinary removals for violant behavior, drug/alsohol/tobacco usage.</p>
<p>3. Continue usage of character development programs to promote parent involvement and student development.</p> <p>Watch D.O.G.S. Character Counts Men On The Scene Forever Friends Mentoring (Title I SW: 6) (Target Group: All) (NCLB: 4)</p>	<p>Assistant Principal(s), Counselor(s), Principal</p>	<p>September-May</p>	<p>(S)Local Funds</p>	<p>10% reduction in office referrals, suspensions and corporal punishment.</p>
<p>4. Provide CPR and emergency safety training for all students and staff at the 9-12 grade level. (Target Group: All) (NCLB: 4)</p>	<p>Principal, Teacher(s)</p>	<p>Novemeber March</p>		<p>100% certification</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Implement the district and campus wellness plans through the district SHAC committee. (Target Group: All)	Executive Director of Special Programs	October		Meeting Notes
6. Implement district and campus Emergency Operation plans in conjunction with SRO and city officials. (Target Group: All) (NCLB: 4)	Executive Director of Special Programs, Principal, Superintendent(s)	September		Review of plan.
7. Implementation of District and KYSSSED drug testing programs. (Target Group: All) (NCLB: 4)	Superintendent(s)	September	(O)grants	Students tested and funding availability.
8. Provide opportunities for faculty, staff and students to obtain flu shots, vaccines, blood screening, hepatitis B, mammograms and other health related vaccinations and screening as can be provided by the district. (Target Group: All) (NCLB: 4)	School Nurse	ongoing		Staff and student participation records
9. Employ in conjunction with Kilgore Police Department 3 School resource officers. (Target Group: All) (NCLB: 4)	Superintendent(s)	September	(O)grants, (S)Local Funds	Hiring records. Three officers hired
10. Manage disruptive behavior on campuses through Staff development starting from Texas Behavior Support Initiative and CPI training. (Target Group: All, SPED) (NCLB: 4)	Principal, Special Ed Teachers	September	(F)IDEA Special Education	100% of campuses have trained team.

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**Objective 5.** KIS will maintain an effective attendance program that encourages all students to maintain a 95% attendance rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Address the problems encountered by students at risk for dropping out of school through programmatic initiatives at the campus level: NCLB #6  Drop out recovery/ truancy liaison  (Title I SW: 2,6,7,9,10) (Target Group: AtRisk) (NCLB: 1,2,5)	Assistant Superintendent(s), Counselor(s), Principal	December May July	(S)State Compensatory	dropout rate below state average
2. Develop and maintain graduation plans for all students, including Personal Graduation plan (PGP) for students identified at risk of dropping out of school. (Target Group: AtRisk) (NCLB: 5)	Counselor(s)	December April	(S)Local Funds	100% of students with current graduation plan in place.
3. Implementation of a Credit recovery program for students that fail or get behind due to attendance or behavioral issues. (Target Group: All) (NCLB: 5)	Counselor(s), Principal	On going		Number of credits recovered each year increases by 10% from previous year.
4. Continue to provide school supplies for student identified as homeless. (Title I SW: 2,9) (Target Group: AtRisk) (NCLB: 4,5)	Principal, Teacher(s)	August January	(S)Local Funds	Supplies donated or purchased during school year. 100% of needy served.
5. Implementation of a back pack food program that provides snacks for students on weekends and school breaks. (Title I SW: 2,9) (Target Group: AtRisk) (NCLB: 4)	Counselor(s), Principal, Teacher(s)	Weekly		Number of students receiving backpacks. 100% of needy served.
6. Implement an attendance program to crackdown on excessive absences as well as tardies at all campuses. (Title I SW: 2,6) (Target Group: All) (NCLB: 5)	Peims Coordinator, Principal	On going		Attendance rate above 95% Drop out rate below state average.

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**Objective 5.** KIS will maintain an effective attendance program that encourages all students to maintain a 95% attendance rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Promote communication among students, parents, and teachers concerning the advantages of staying in school: Personal communication News letters Websites Meetings Phone calls (Title I SW: 6) (Target Group: All) (NCLB: 5)	Counselor(s), Principal, Teacher(s)	on going		Drop out rate less than 1%
8. The district will continue to increase the number of counselors and counseling opportunities through the use of local agencies for substance abuse, family issues and student development. (Target Group: All) (NCLB: 4,5)	Superintendent(s)	Summer		Counselors on every campus.

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**Objective 6.** KIS will provide and promote opportunities to develop skills, attitudes, and/or practices characteristic of productive, community-minded adults: citizenship skills, honorable behavior, self-esteem, respect for others, accountability for one's actions and healthy lifestyles will all be a part of this program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establishment of character development programs to develop students ability to communicate and be productive citizens. (Character counts, ETCADA, Men On the Scene, Embark, Learning for Life, Jim Lord, Vision management, Watch Dogs (Target Group: All) (NCLB: 4)	Counselor(s), Principal	September 2009 ongoing		Principal presentation of groups at board meeting.
2. Continuation of outside counseling programs for student development. (ETCADA, MEntoring Program, Sabine Valley, Star Program) (Target Group: All)	Counselor(s), Principal	September	(O)grants	Counselor records of outside meetings
3. Provide counselors for every campus to enhance the development of all students academically, socially and emotionally.	Superintendent(s)	September 2009		Counselors on 100% of campuses.

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**Objective 7.** Parents, staff and community stakeholders will work jointly together to enhance the quality and effectiveness of our schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish the CSI community involvement program to invoke community and business partnerships with schools in local campus activities. (Title I SW: 6) (Target Group: All)	Principal	September 2009	(S)Local Funds	Group partnerships increase by 10%
2. Establish parental involvement programs that will get parents involved in daily campus activities. (Watch D.O.G.S., PTA, Parent Involvement, Volunteering, Keeping Informed = Success) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal	September 2009	(L)Activity Funds, (O)grants, (S)Local Funds	Implementation of programs
3. Communicate with all stakeholders about student activities through the use of advertisements, web site, newspaper and other media avenues.	Director of Technology, Principal, Superintendent(s)	On going		Stakeholder surveys.
4. Expand the educational foundation to involve more parents and community stakeholders.	Superintendent(s)	May 2010		Board membership includes 20% parents.
5. Establish better communication with parents and community through the use of website surveys, family access, parental access as well as other technology applications that will better inform parents. (Title I SW: 6) (Target Group: All)	Director of Technology, Principal, Superintendent(s)	September 2009 ongoing		Stakeholder surveys.
6. Implement parental programs that teach parenting, computer skills, language as well as other parenting skills. (Title I SW: 6) (Target Group: All, LEP)	ESL Coordinator, Principal	May 2010		program implementation
7. Establish relationships with local churches that provides students additional positive relationships in their lives. (Title I SW: 6) (Target Group: H, AA)	Principal, Program Director, Superintendent(s)	January 2010 May 2010		Church participation increases by 10 %

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**Objective 7.** Parents, staff and community stakeholders will work jointly together to enhance the quality and effectiveness of our schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. By 2014, 100% of Kilgore Intermediate School stakeholders will be empowered to help students become academically and socially successful. (Title I SW: 6) (Target Group: All) (NCLB: 5)	Principal, Program Director, Teacher(s)	Ongoing	(O)grants	Sign in sheets. Record of parent involvement activities.

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**Objective 8.** KIS will provide opportunities to engage our diverse educational community to effectively participate in the academic, social, and leadership aspects of the educational community through promoting the value of school, home and community relations to student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish diversity teams on each campus to address minority test scores, parent involvement and other related issues. (Title I SW: 2,6,9,10) (Target Group: H, AA) (NCLB: 1,2,5)	Counselor(s), Principal	September 2009		Team meeting minutes
2. Create and implement a minority initiative that is created by the district and campus diversity teams to address district wide minority issues. (Title I SW: 2,6,9,10) (Target Group: H, AA) (NCLB: 1,2,5)	Superintendent(s)	September 2009		District Web site posting of initiative.
3. Provide diversity training for all district employees. (Title I SW: 3,4,9,10) (Target Group: H, AA) (NCLB: 1,2,5)	Principal, Superintendent(s)	May 2010		Staff Development records
4. Provide culturally responsive strategies for all teachers for implementation in the classroom. (Title I SW: 4,9,10) (NCLB: 1,2,5)	Assistant Principal(s), Campus Instructional Technologist, Department Heads, Instructional Facilitator, Principal	September 2009		Lesson plans show 100% participation
5. Provide opportunities for minority parents to be involved as committee members for all district and campus committees. (Target Group: H, AA) (NCLB: 1,2)	Principal, Superintendent(s)	September 2009		Review makeup of all district and campus committees. Minority membership is equal to school demographics.
6. To provide 100% of the community based businesses and organizations an opportunity to play a more active role in the positive development of students by acting as volunteers, tutors, mentors, or by providing students an opportunity for apprenticeships, providing students with other educational opportunities, or by providing monetary support) for the vision of student success. (Target Group: All)	Assistant Principal(s), Principal, Program Director, Teacher(s)		(O)grants	Meetings with businesses and community organizations.

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**Objective 9.** Communication among district employees, students, parents and the community at large will be accurate, consistent, timely, effective and interactive.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish communication channels that allow all stakeholders to receive information in a timely manner. (Title I SW: 6) (NCLB: 2)	Assistant Superintendent(s), Director of Technology, Principal, Superintendent(s), Teacher(s)	09-10 school year		Stakeholders survey. 100% on web
2. Establish a web site that provides all necessary campus and district information for all stakeholders. (Parent access, employment, district forms, etc.) (Title I SW: 6) (Target Group: All) (NCLB: 2)	Director of Technology	On going		View Web site for 100% of information.
3. Establish teacher websites that allow parents to obtain academic as well as classroom information in a timely manner. (Title I SW: 6)	Director of Technology, Principal, Teacher(s)	May 2010		View Web sites for 100% participation.
4. Purchase marquees for all campuses that communicate upcoming events and programs. (Target Group: All)	Business Manager, Principal	May 2010	(L)Activity Funds, (S)Local Funds	Signs constructed
5. Provide interpreters for all parents meetings. (Title I SW: 2,6,10) (Target Group: H, ESL, Migrant, LEP) (NCLB: 2)	ESL Coordinator, Principal, Program Director	September 09	(F)Title III Bilingual / ESL	Interpreters at 100% of all meetings
6. Install a calling system that allows parents to be contacted about all school issues.(weather, school closing. meetings etc.) (Target Group: All)	Director of Technology	May 2010		Install system
7. Utilize local media opportunities to promote the school district and its upcoming events. (Target Group: All)	Assistant Superintendent(s), Personnel Director	January 2010		Media publications

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**Objective 10.** The financing of education at KIS will be equitable and adequate for all students and will be centered on student needs. It will reflect fiscal responsibility through awareness, evaluation, education, communication and collaboration.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish a budgeting system based on student needs that is equitable for all academic as well as extra curricular areas. (NCLB: 1,2,4)	Assistant Superintendent(s), Business Manager, Principal, Program Director, Superintendent(s)	July Budget		2010-2011 Budget
2. Maintain a superior FIRST rating and a positive audit report for the fiscal year.	Business Manager	October		FIRST rating and Audit report.
3. Establish campus and program budgets based on student numbers that is fair and equitable. (Target Group: All)	Assistant Superintendent(s), Business Manager, Principal, Superintendent(s)	2010-2011 Budget		2010 Budget presentation.
4. Establish a financial system that is open and available to all stakeholders and that is determined through a collaborative manner. (Target Group: All)	Business Manager, Superintendent(s)	July 2010		Board approval of budget.

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**Objective 11.** KIS will provide teachers and students the opportunities to compete in a diverse, technological and global society and will provide technology as an integrated component of every classroom to support instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue updating district technology through 5 year technology replacement plan. (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,2)	Director of Technology	yearly	(F)Title IID Technology, (S)CATE Funds, (S)Local Funds, (S)State Compensatory	Review of 5-year program
2. Monitor and access cutting edge technology and purchase as determined by district needs. (Title I SW: 2,4) (Target Group: All) (NCLB: 1,2)	Director of Technology, Principal, Teacher(s)	yearly	(F)Title IID Technology	Technology purchases
3. Provide students and teachers with cutting edge technology to be used in the classroom. (Title I SW: 2,4) (Target Group: All) (NCLB: 1,2)	Director of Technology, Principal, Superintendent(s)	2009-2010-2011	(S)Local Funds, (S)State Compensatory	Technology purchased
4. Establish a technology committee made up of community stakeholders to assist in the assessment of district technology needs. (Title I SW: 2,6) (Target Group: All) (NCLB: 1,2)	Director of Technology, Superintendent(s)	October		Meeting notes
5. Establish a district web site that provides all necessary communication needed for all district stakeholders. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Director of Technology	09-10 school year		District web site

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**Objective 12.** KIS will continually monitor and update facilities to provide the most effective learning environment for students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Have a facility study performed by an outside group. (Target Group: All) (NCLB: 4)	Maintenance Director, Principal, Superintendent(s)	yearly	(S)Local Funds	Yearly review of facilities.
2. Campuses will be monitored by administration to determine routine facility needs. (NCLB: 4)	Custodial Staff, Principal	Weekly		Work orders and walk through notes.
3. Perform a yearly walk through of all campuses to evaluate facility needs. (NCLB: 4)	Maintenance Director, Principal, Superintendent(s)	January		
4. Perform routine maintenance checks on all facilities and do yearly deep cleaning and updates on all campuses. (Target Group: All) (NCLB: 4)	Maintenance Director	Weekly	(S)Local Funds	Principal review of campuses.
5. Establish a campus facility committee to have input on current facility needs and future construction needs. (Target Group: All) (NCLB: 4)	Principal, Superintendent(s)	January		Committee meeting minutes

<b>ESC Region #:</b> VII	<b>Bilingual Education / ESL Monitoring System</b>		<b>Stage of Intervention:</b> 1-A
<b>LEA:</b> Kilgore ISD	<b>2008-2009</b>		<b>Submittal Date:</b> (on file)
<b>Co/District #:</b> 092-902	<b>Continuous Improvement Plan</b>		
<p>Desired results/goals identified in the BE-ESL continuous improvement plan should be integrated, as appropriate, into LEA and campus improvement planning processes. The LEA must ensure that staff members on each campus have a clear understanding of the LEA's CIP activities. Campus principals must disseminate the CIP to all faculty members and conduct training regarding implementation of CIP activities, including individual staff responsibilities for implementation and evaluation. The LEA must also conduct monitoring to determine the progress of implementation of CIP activities and evaluate completed activities to determine results related to student performance. The LEA must provide the TEA with updates regarding implementation, monitoring, and evaluation activities upon request.</p>			

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Qualitative and/or quantitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning) Interim (formative) and Final (summative) for evaluation purposes</i>
<b>TAKS Reading/ELA</b> ESL students will exceed target of 70% to meet standard	District results: Campus Benchmarks, State Assessments	TALA Training, Differentiated Instruction, Co-teaching and Singleton Achievement Teams	TEA initiatives, Region VII ESC, Title III Funds, KISD Admin and ESL Staff	Aug. 08 Feb. 09 June 09

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Qualitative and/or quantitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning)                      Interim (formative)                      and Final (summative)                      for evaluation purposes</i>
<p>Curriculum alignment to facilitate closing gaps in content areas, esp. Science and Social Studies.</p>	<p>Close achievement gaps in sub-population groups – District Benchmarks, TAKS</p>	<p>Margaret Kilgo:                      1. Scope &amp; Sequence Training                      2. Data/Instructional Design                      3. Assessment Training</p>	<p>Supt. and Admin Staff,                      Campus Principals and Department Lead                      Teachers; District Professional Development Funds</p>	<p>Training Dates -                      1. K-12, June 2008                      2. Oct. 2008                      3. Jan. 2009                      Evaluation – June 09</p>
<p>On TAKS Social Studies, Kilgore ISD ESL students will exceed target of 65% to meet standard and TAKS Science – exceed target of 45%.</p>	<p>District results: campus benchmarks and state assessments</p>	<p>Differentiated Instruction, Co-teaching, Latino Family Literacy, Spring 2009, 80% grade 7 teacher participation in Texas Adolescent Literacy Academy (TALA), Summer 2009;.</p>	<p>KIS, MLMS and KHS Staff;                      Title III funds; ESL Funds.</p>	<p>Initial (Aug. 08)                      Interim (Feb. 09)                      Final (June 09)</p>

**Follow-Up Activities**

***After the interim benchmark for evaluation, what will we do if the initial plan isn't working?***

Re-evaluate best practices in order to implement SI training and methods with support from campus and district administration; extra duty pay for approved after school planning, SI and/or content specific training. MLMS will group 6<sup>th</sup> and 7<sup>th</sup> grade ESL students with a cluster of teachers who have received specialized SI training and attended TALA, Summer 2008 and 2009.

<b>ESC Region #:</b> VII	<b>Special Education Monitoring System 2008-2009</b>		<b>Stage of Intervention:</b>	<b>1b</b>
<b>LEA:</b> Kilgore ISD			<b>Submittal Date:</b> 01/07/2009	
<b>Co/District #:</b> 092902	<b>Continuous Improvement Plan</b>			
<p>Desired results/goals identified in the special education monitoring continuous improvement plan should be integrated, as appropriate, into LEA and campus improvement planning processes. The LEA must ensure that staff members on each campus have a clear understanding of the LEA's CIP activities. Campus principals must disseminate the CIP to all faculty members and conduct training regarding implementation of CIP activities, including individual staff responsibilities for implementation and evaluation. The LEA must also conduct monitoring to determine the progress of implementation of CIP activities and evaluate completed activities to determine results related to student performance. The LEA must provide the TEA with updates regarding implementation, monitoring, and evaluation activities upon request.</p>				

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Quantitative and/or qualitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning) Interim (formative) and Final (summative) for evaluation purposes</i>
Increase the percentage of sp ed students passing social studies TAKS	Average 3 year % passing will be equal to or greater than 55%	Continue implementation of Margaret Kilgo targets begun this summer using standardized benchmarks and appropriate overlapping of scope and sequence to increase student growth.	Teaching staff Curriculum director Principals Planning /collaboration time Teacher training Consultant Local funding	January 2009 March 2009 June 2009
		Use the data from DMAC to focus instruction on student needs/objectives	Special ed and general ed staff Curriculum director Principals Contract with Reg 7 for DMAC services Local funding	

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Qualitative and/or quantitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning)          Interim (formative)          and Final (summative)          for evaluation purposes</i>
		Computer assisted instruction, drill and assessment for remediation/reteaching of TEKS at middle and high school campuses.	Study Island United Streaming video Technology to implement Local and sp ed funding	
Increase the percentage of sp ed students graduating RHSP or DAP	With the graduating class of 2010-2011 the percentage of sp ed student graduating recommended or distinguished will increase to 6.5%	Meetings with parents and students at the 8 <sup>th</sup> and 9 <sup>th</sup> grades to encourage recommended or distinguished program. This will be in conjunction with transition meetings and development of 4 year plans.	Transition coordinator Counselors at Middle and High Schools Diagnosticians Administrators Graduation Plan Brochures Transition packets	January 2009  September 2009 May 2010 September 2010  May 2011
		Sp ed students have been targeted in 8 <sup>th</sup> , 9 <sup>th</sup> , 10 <sup>th</sup> and 11 <sup>th</sup> grade and will be closely monitored by diagnostician, transition coordinator, and high school counselors ensuring accommodations and supports are in place for student progress in recommended or distinguished required courses.	Diagnostician Counselors Special ed staff Transition coordinator	

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Qualitative and/or quantitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning) Interim (formative) and Final (summative) for evaluation purposes</i>
		Sp and general ed teachers will receive training in co-teach strategies to be implemented in classrooms .	Consultants Local and special ed funding Sp ed Director Curriculum Director Principals	
The district will increase the percentage of students age 3-5 served in 40/41 instructional arrangements.	The district percentage will be at least 4.1%.	Special ed inclusion/resource teacher will continue as support in general ed classrooms . She will receive further training in inclusionary practices.	Sp Ed teacher Region 7 training Consultants Sp ed funding	January 2009  October 2009  January 2010
		Paraprofessional will be added for extra support in general ed setting for inclusion of students coded 45.	Sp Ed funding Training	
The district will show a decrease in the disproportionate rate of African Americans identified for sp ed services.	The difference in district percentage of AA students and sp ed percentage of AA students will be less than 6%.	District to continue collaboration with early childhood day care centers to provide intervention and services for students meeting eligibility.  Classroom teachers will receive training at all campuses to address culturally responsive intervention and instruction	Sp Ed director Diagnosticians Sp Ed personnel Special Ed funding  Sp Ed staff General Ed staff Training Region 7 Consultants Administrators	January 2009  June 2009  October 2009

<b>DESIRED RESULT</b> <i>Goal(s) that address each identified area of improvement, including necessary correction of noncompliance</i>	<b>MEASURABLE EVIDENCE OF CHANGE</b> <i>Qualitative and/or quantitative measures of student performance/program improvement</i>	<b>ACTIVITIES</b> <i>Describe the new strategies, initiatives, and/or redesign activities that will be implemented to improve key program components and systems to attain the desired result.</i>	<b>RESOURCES</b> <i>Materials/supplies, fiscal, and personnel needed to implement activities</i>	<b>TIMELINES</b> <i>Initial (beginning) Interim (formative) and Final (summative) for evaluation purposes</i>
		<p>Continue with early childhood intervention in Pre K and Headstart classes at Kilgore Heights</p>	<p>Pre-K funding            Head Start funding            Local funding            General ed teachers            Training in strategies for intervening            Administrators            Technology/Software</p>	
		<p>The district will use the response to intervention and cross battery assessment to determine eligibility for specific learning disability rather than discrepancy model.</p>	<p>Diagnostics            LSSP/Behavior consultant            Administrators            Intervention team and programs/strategies in place on every campus            Local funding            Sp ed funding</p>	
		<p>Teachers on each campus will receive more training on intervention strategies and monitoring and documenting in both behavior and academic areas for implementation in RTI process.</p>	<p>Principals            Curriculum director            Local funding            Region 7            Consultants</p>	

Follow-Up Activities

***After the interim benchmark for evaluation, what will we do if the initial plan isn't working?***

1. Meet with campus and/or district administrators as well as site-based committees to determine further intervention strategies for ensuring success of the identified activity.
2. Provide any additional training as indicated.

Corrective Action			
The LEA must address the status of any previous corrective action and develop a plan for any new or continuing noncompliance.	Corrective Action Activities	Timeline for Implementation	Current Compliance Status <i>(for previously identified noncompliance, state when noncompliance initially was identified)</i>
<b>Identify Areas of Noncompliance.</b> <b>Enter the topic and specific legal reference from the CFR, TEC, or TAC.</b>			

<b>Corrective Action</b>			
<b>The LEA must address the status of any previous corrective action and develop a plan for any new or continuing noncompliance.</b>			

