

Rogers Independent School District

District Improvement Plan

2015-2016 Goals/Performance Objectives/Strategies



Mission Statement

Rogers ISD will provide a learning environment where each student is challenged to reach the highest level of excellence.

Vision

Every student is encouraged, supported, and challenged to embrace the highest levels of knowledge, skill, and character.


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Goals


Goal 1: Rogers Independent School District will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 1: Rogers ISD staff will actively monitor all campus areas.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Expand security camera installation on building and parking perimeters		Safety Team / Superintendent	Additional cameras to cover transportation and athletics				
	Funding Sources: Local Funds - \$5000.00						
2) Maintain Two way communication		Safety Team / Campus Administration / Superintendent	Implementation / Training				
	Funding Sources: Local Funds - \$3000.00						
3) Maintain Safe and Secure School bags for each classroom		Safety Team	Annual Safety Review				
	Funding Sources: Local Funds - \$500.00						
							






Goal 1: Rogers Independent School District will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 2: Provide awareness training to students and staff regarding school and cyber-bullying, drugs and alcohol, violence and harassment.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Canine Detection Unit		Superintendent / Campus Administration	Monthly visits				
Funding Sources: Local Funds - \$2500.00							
2) Bullying TipLine		Director of Counseling / Superintendent	Usage				
Funding Sources: Local Funds - \$100.00							
3) Bullying Survey		Campus Administration / Counselor	Participation and use of data				
4) Rachel's Challenge		Counselor	Classroom visits				
5) Suicide Prevention		Counselor	Classroom visits				
							

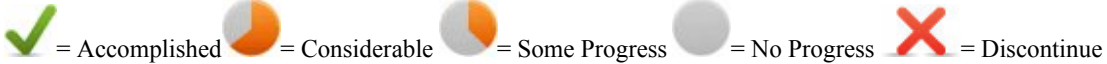
Goal 1: Rogers Independent School District will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 3: Address safety concerns through facilities.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Research cost of speed bumps		Safety Team / Superintendent	Regular meetings				
2) Research the possibility of school zone signs		Safety Team / Superintendent	Communication with state and county officials				
3) Research feasibility of building a privacy fence between the elementary playground and the apartments.		Safety Team / Superintendent / Campus Principal	Report from maintenance				
4) Research crosswalk area between middle school and high school.		Safety Team Administration	Report from maintenance				
5) Begin bond construction project of high school and middle school		Superintendent	Design / Construction				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Rogers Independent School District will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.


Performance Objective 4: Research continuity of discipline expectations.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Develop campus Discipline Committees		Campus Administration	Decrease discipline referrals				
							

Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 1: Passing rate on all state tested grade levels for all tested subjects will meet or exceed state averages.


Summative Evaluation: STAAR Scores, Teacher Retention, Completed Tour, STAAR passing rate

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Focus staff development on differentiating the curriculum	1, 2, 3, 4, 9, 10	Curriculum Director / Campus Principals	Attend workshops				
Funding Sources: Fund 255 Professional Development							
2) Visit and consult with high performing schools / districts possessing similar demographics	1, 2, 3, 8, 9, 10	Administrative Team	visits				
3) Disaggregate data for individual students by subject and objective	1, 2, 4, 8, 9, 10	District Testing Coordinator / Campus Principals / Teachers	Regular team meetings				
4) Develop campus based tutorials for students	1, 2, 3, 4, 6, 7, 8, 9, 10	Campus Principals	Regular team meetings				
5) Communication with parents to promote awareness (meetings, emails, newsletters, etc)	1, 2, 3, 4, 6, 7, 8, 9, 10	Teachers / Campus Administration	Sign - In Sheets / Logs				
6) Develop instruction time during the day for focused time on areas of weak performance	1, 2, 4, 5, 8, 9, 10	Campus Administration / Counselor	Master Schedule				
							

Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 2: Improve student scores to meet or exceed target scores for all subpopulations - receive distinction in Index 3 : Hispanic, Eco Dis, SPED


Summative Evaluation: STAAR Scores, Teacher Retention, STAAR passing rate, TAPR

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Utilize professional development to address specific needs of subpopulations	1, 2, 4, 8, 9, 10	Curriculum Director / Campus Principals	Attend PD				
Funding Sources: Fund 255 Professional Developemnt							
2) Utilize individual student assessment data to address strengths and weaknesses in testing performance	1, 2, 3, 4, 8, 9, 10	Curriculum Director / Campus Administration / Teacher	Regular Team Meetings				
3) Focus on School Night with focus on STAAR	1, 2, 6, 7, 10	Administrative Team	Sign - In Sheets / Agenda				
							

Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 3: Maintain attendance rate 2% above state average.


Summative Evaluation: Attendance Rate

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Notification to parents regarding student absences from school utilizing phone calls, email, School Messenger, and attendance letters	6, 7, 10	Campus Administration / Secretary	Phone calls / Attendance Reports				
2) Provide alternative transportation to students who miss the bus	1, 6, 10	Transportation Director / Superintendent	Attendance Rate				
3) Provide incentives for good attendance such as Attendance, Ice Cream Party, Movie Passes	1, 2, 3, 6, 10	Campus Administration	Attendance Rate				
4) Attendance Contracts	1, 2, 3, 6, 10	Campus Administration	Attendance Rate				
							

Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.


Performance Objective 4: Ensure high expectations and provide academic support to enable students to successfully master the objectives for grade promotion.

Summative Evaluation: Retention Rate, Student Grades, STAAR Scores

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Provide remediation through Enrichment Time, and STAAR classes, Eagle Reading and Eagle Math	1, 2, 10	Reading Interventionist / Teacher	STAAR Scores / Progress Monitoring Reports / STAR Reading and STAR Math Reports				
Funding Sources: Fund 211 Title I							
2) Promote tutoring	1, 2, 10	Helmer Billeck Werner Van Deventer	Kinder Aide Interventionist at Elem. Interventionist at Elem. Interventionist at Middle School				
3) Offer credit recovery classes and credit-by-exam as alternatives to retention		Teacher Counselor	PLATO				
Funding Sources: Local Funds							
4) Improve and promote our counseling services at all grade levels		Counselor / Campus Administration	Sign - In Sheets / Classroom visits				
							


Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 5: Extend the library as an instructional tool to improve all content areas.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Promote circulation		Librarian Administration	Circulation numbers				
2) Improve research resources available to students		Librarian Administration	Student and Teacher Participation				
							


Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 6: Employ and retain exemplary staff and ensure that all students are instructed by highly qualified personnel.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Develop economic feasibility impact of improved benefits		Superintendent / HR Director	Report to district committee				
2) Feasibility of longevity bonuses, flex plans, bonuses for teacher shortage areas		Superintendent / HR Director	Report to district committee				
3) Motivational incentives such as campus luncheons, acknowledging birthdays, blue jean days, monthly drawings, random acts of kindness		Campus Administration	Campus surveys				
4) Provide goal specific and appropriate professional development opportunities		Administrative Team	Attend PD				
							






Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 7: Build constructive relationships between staff and students to foster a learning and caring environment.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Research Capturing Kids Hearts program		Superintendent / Campus Administration	Attending seminar				
Funding Sources: Fund 255 Professional Developemnt - \$3600.00							
							


Goal 2: Rogers Independent School District will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 8: Ensure high expectations and increased rigor to meet the needs of all students in becoming college ready.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Provide AP opportunities for students		AP Teachers / Administration	Number of students enrolled in AP classes				
Funding Sources: IMA Funds - \$1000.00							
2) Provide Dual Credit opportunities for students		Temple College / Administration	Number of students enrolled in Dual Credit classes				
Funding Sources: Local Funds - \$2000.00							
3) Provide professional development opportunities to staff to focus on AP / GT strategies		Teachers / Administration	Number of teachers who attend training				
Funding Sources: Fund 255 Professional Developemnt - \$10000.00							
4) Provide opportunities for students identified GT		Teachers / Administration	Number of students enrolled in GT classes				
5) Implement instructional strategies to ensure students are reaching in-depth understanding.		Teachers / Administration	Increase the number of students who achieve Level 3 Achievement on STAAR Increase the number of students who achieve a 3 or higher on AP exams				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							






Goal 3: Rogers Independent School District will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 1: Cultivate growth within our instructional staff to increase the utilization of new technology available to focus on improving the teaching / learning process.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Update and maintain technology structure		Technologist / Superintendent	Less down time for technology				
Funding Sources: Technology Fund - \$27000.00							
2) Utilize Region 12 service center staff development opportunities and other technology conferences		Curriculum Director	Attendance of PD				
3) Principals and administrators use tablets to provide teachers with immediate feedback on T-TESS evaluations		Administrative Team	Teacher evaluations				
4) Increase usage of student email		Teachers / Campus Administration / Technologist	Implementation and usage Technology Reports Surveys				
							


Goal 3: Rogers Independent School District will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 2: Write and apply for grants necessary to acquire cutting edge technology for the classroom.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Utilize interactive white boards in core classrooms		Technologist / Campus Administration / Teachers	Classroom observations				
2) Utilize laptops, tablets, or other portable technology		Technologist / Campus Administration / Teachers	Classroom observations				
3) Continue to implement software improvements and web-based opportunities		Technologist / Campus Administration / Teachers	Classroom observations				
4) Research the feasibility of a one-to-one implementation of technology instruction		Technologist / Campus Administration / Teachers	Survey data collected from students, parents, and staff Number of devices in classroom				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							


Goal 4: Rogers Independent School District will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 1: Increase involvement and attendance in school activities by parent and community groups.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Increase participation in our community volunteer program Project H.O.P.E.		Administrative Team	Participation				
2) Continue support of the PTO, booster clubs, and Rogers Community Alliance		Administrative Team	Participation				
3) Expand our open house opportunities throughout the year		Administrative Team	Participation				
4) Provide incentives for parent and community to attend special and extracurricular events		Administrative Team	Sign In Sheets / Participation				
	Funding Sources: Fund 211 Title I - \$135.00						
							

Goal 4: Rogers Independent School District will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 2: Increase online resources for parents and community.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Monitor parent access to our parent portal online grade book		Technologist / Campus Administration	Regular reporting				
2) Personalize the website by individual for easier accessibility and greater communication		Technologist	Regular reporting				
3) Publicize and promote campus and district activity calendars		Administrative Team	Participation				
4) Opening a computer lab in the morning or evenings for parents/students to access online resources		Technologist / Campus Administration	Participation				
Funding Sources: Local Funds - \$1000.00							
							

Goal 4: Rogers Independent School District will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 3: Provide safe environment that fosters open communication with all parents and stakeholders.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Apr	June
1) Use twitter, Facebook, email, and texts to communicate with parents		Administrative Team	Followers				
2) Parent / Teacher Conferences		Teachers / Campus Administration	Sign In Sheets				
3) Continue to provide parents and students with accurate data and information regarding student performance		Teachers / Campus Administration	Regular meetings / Sign In Sheets				
4) Educate students and parents of the variety of opportunities available post graduation.		Counselor	Post Secondary Readiness Rating				
