



## 2017-2018 District Improvement Plan Executive Summary

### District Culture

The West ISD theme for the school year is... ***Building Futures Together!*** Across our district, we are striving to build excellence, character, positive and productive relationships, community, and DREAMS! Our goal is to ensure our students “dream big” each and every day of the school year. At graduation, our hope is all students are prepared for life after West High School. It is our goal to ensure each student’s dream comes true.

The Superintendent will continue semester “Lunch and Learn” sessions at all campuses, as well as community “Brown Bag Lunches” and “Coffee with the Superintendent” for sharing joys and concerns from stakeholders. The Superintendent will email Board Meeting Summary Reports to staff each month to be sure they are informed of all board activities. The district will establish a Strategic Planning Team, a community engagement group, to help plan the future of West ISD. A Parent Academy will be initiated to more deeply connect with parents offering them opportunities for engaging activities to learn more about district programs and enhance their role as the most valuable resource to their children’s education.

### Goal 1 – Educational Excellence (Teaching and Learning/Curriculum and Instruction/Student Achievement)

- Transform the design and delivery of curriculum and instruction through the promotion of 21<sup>st</sup> century learning tactics, deprivatization of the classroom, project based learning, digital learning environments, collaboration, and other innovative practices including the use of newly adopted instructional materials through state adoptions; Evaluate all current curriculum systems and adjust to align with district vision of providing a profound educational experience as adopted in the graduate profile.
- Implement with fidelity in all classrooms the *Foundation Trinity* authored by Sean Cain (Common scope and sequence, short-term common assessments, increased monitoring and support of teachers).
- Continue to implement a formalized “DATA DIG” process whereby the District Leadership Team meets with campus leadership each six weeks to discuss each student on the failing list for one or more courses to compare all other available data on students (attendance, discipline, benchmarks, etc.), to create a personalized intervention plan for each student.
- Implement and continue to review the West ISD Grading and Reporting Guidelines.
- Implement the recommended lesson planning guidelines for all West ISD campuses.
- Utilize the Curriculum Coordinators to provide extensive support to teachers in core areas including teachers new to West ISD; provide support for all teachers in the implementation of the *Foundation Trinity*, and provide support for struggling readers at WES.
- Set district requirements for science lab time for all grade levels. Increase hands on, aligned instruction of science through the increased use of a science lab at WES to meet and exceed minutes of lab instruction to meet and exceed suggested time in the TEKS Resource System (TRS).
- Move toward the new state-mandated ABCDF system for accountability ratings and continue to collaborate and craft an action plan to meet all Performance-Based Monitoring Analysis System (PBMAS) performance indicators and staging levels.
- Focus on improved student achievement for Limited English Proficient (LEP) students in all subjects by closely monitoring each student in the “Data Dig” Process. LPACS will be held as frequently as needed.
- Support and facilitate ESL certification for designated staff to support enriched instruction for ELL students.
- Emphasize the importance of writing across the curriculum to improve student writing skills using *Writing Critically from the Fundamental Five*, and provide resources for the instruction of writing in ELAR classrooms with *6 Traits of Writing Trait Crate* and *The Writing Academy Curriculum Guide*.
- Continue benchmarking and addressing student academic needs in all core areas through the use of *NWEA Measures of Academic Progress*, *TRS Assessment Creator*, and *STAAR TestMaker*.
- Provide ongoing support for West High/Middle School as a TEA STEM-designated campus.
- Continue to grow *PLTW (Project Lead the Way) Gateway* program at WMS; *Launch* program at WES and Biomedical Science, Computer Programming, and/or Engineering strands at WHS.
- Offer new courses in computer programming that lead to certifications, Capstone projects, as well as articulated college credits.
- Continue to expand Dual Credit offerings at WHS; specifically taught by West ISD teachers. Begin searching for a higher education partner that is willing to offer applicable West ISD students tuition-free dual credit.
- Add in-school intervention time and activities such as a second elective time at WES, Red Zone at Grade 6, and Math Intervention and Reading Improvement at WMS and WHS.

- Organize special population binders for communication and accountability of individual student needs.

### **Goal 1.1 – Staff Development**

- Provide quarterly writing curriculum training and planning time for ELAR teachers.
- Provide intensive and ongoing training for compliance and on various components of the West ISD iRevolution Initiative (*Doceri, iPad U, Apple TV, DirecTV, Skyward, Eduphoria, Eduhero, eStudio, Safari, etc.*).
- Refine the District *Response to Intervention* Plan and provide guidance and training for a clear understanding of the process.
- Ensure that all staff receive annual training to comply with all state and federal mandates.
- Complete training in the Principal and Teacher Evaluation System Support (T-TESS/T-PESS).
- Ensure that all instructional staff have received an update to training for teaching gifted and talented students.
- Continue to provide local staff development as it pertains to student engagement, 21<sup>st</sup> century learning, and other innovative and relevant instructional methods including use of the TEKS Resource System (TRS).
- Provide and/or coordinate personalized professional development based on individual teacher needs including Guided Reading training for appropriate elementary teachers.
- Continue to provide training on iPad integration for each teacher for 21<sup>st</sup> century instructional practices.

### **Goal 2 – Safe and Secure Schools**

- Review future West ISD security/district police force options.
- Continue to refine procedures for emergency situations, including campus evacuation, through campus drills.
- Continue to implement components of *Capturing Kids Hearts* at WMS.
- Continue to provide intensive training for campus staff on suicide prevention as required by House Bill 2186.
- Implement all legal components of *David's Law* as required by Senate Bill 179.
- Review human sexuality curriculum, drug/alcohol awareness program, and student drug testing policy.
- Train appropriate special education staff and administrators in *Crisis Prevention Intervention*.
- Implement *C.A.T.C.H.* program in all physical education classes.

### **Goal 3 – Recruit and Retain Committed Educators**

- Continue to review and create a plan to increase compensation for staff in the following areas: Certified Salary Schedule, Minimum Grade of the Paraprofessional Pay Grades, Minimum Grade of the Professional Pay Grades, Auxiliary Salary Schedule, and Stipend Schedule.
- Continue phasing in implementation of the West ISD Graduate Profile Create customized community based accountability measures for all “learner platforms” while meeting and exceeding state and federal standards.
- Continue to transition from PDAS to Texas Teacher Evaluation and Support System (T-TESS).
- Implement the Texas Principal Evaluation System (T-PESS); Implement *Learning Walks* for administrators and teachers.
- Review West ISD Policy DEC (LOCAL) in regards to West ISD’s guidelines for paid local leave days.
- Implement *Trojan Pep Talks* and *Pineapple Walks* in order to increase collaboration between teachers and encourage best practices.
- Employ district-wide school psychologist to address emotional and behavior concerns for all students.

### **Goal 4 – Community and Parent Involvement**

- Host Title 1 Parent Nights for all core content areas (Open House) in conjunction with ESL, G/T, PLTW, and Parent Academy.
- Increase parental involvement and awareness in academic areas through Parent/Teacher and Parent/Principal Communications, Parent Academies, Parent Conferences, Progress Reporting, Report Cards, Grading Guidelines Handbook, Parent/Student Handbook.
- Create a Parent Academy program which will emphasize district initiatives, including programs for struggling students, advanced academics and programs that affect all students.
- Implement VIPS (Volunteers in Public Schools) program at WES and WMS.
- Implement Special Olympics of Texas for eligible students.

### **Goal 5 – Efficient and Effective Operations**

- Discuss, review, and plan the future of educating Grades PK through 5 in West ISD.
- Transition all district-level services to the renovated 1923 and 1957 buildings.
- Review and begin the process to transition the DAEP Program to the existing Administration Building and create staffing plan.

- Complete construction on the new maintenance and transportation facilities.
- Continue the work on the West Middle and High School Athletic Complex.
- Work to solicit input through the District Strategic Planning Team on the future of West ISD. The plan will include Parameters, Objectives, Strategies, Result Statements, Fiscal Impacts, and Implementation Schedule. A final plan will be presented to the Board for consideration.
- Review and begin the process to construct a greenhouse and small animal barn for the Ag program at WHS.