

Dalhart Independent School District

Dalhart Intermediate

2016-2017 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the Dalhart Intermediate School is to promote high expectations of staff, students, and parents through accountability, encouragement, academic excellence, and positive behavior standards.

Vision

To provide a safe, student-centered learning environment intended to produce respectful, confident, future leaders.

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Goals

Goal 1: Curriculum Standards and Assessments: DISD will use cross-campus collaborative communication to establish an aligned, reliable, viable curriculum which targets individual performance as measured by locally developed, high rigor CBA and state assessments. This will maximize achievement so all students will reach high standards, at a minimum attaining proficiency or better in all 4 core subjects.









Performance Objective 1: 80% of all students will pass state exams in all tested areas. 100% of DIS teachers will teach all TEKS for their assigned courses.

Evaluation Data Source(s) 1: STAAR 2016 and 2017 data will be compared along with CBA data. It is expected that the campus will show higher CBA scores and increased STAAR scores in each student group.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) DIS will conduct a comprehensive needs assessment to make data-driven decisions toward the goal of maximizing student achievement.</p>	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Leader: Principal Others: Core subject teachers	<p>1. Implementation - DEIC and campus committees will complete a needs assessment after review of all CNA documents by October of each school year and revise and update the plan throughout the year.</p> <p>2. Impact will be measure by student achievement.</p>	✓	✓	✓	
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>2) Professional Learning Communities (PLC's) will meet weekly in grade/subject level meetings. Monthly vertical alignment meetings will occur between 4th and 5th grade teachers to align curriculum, and disaggregate testing data.</p>	2, 4, 8, 10	Leader: content teachers Others: Principal, Superintendent	<p>1. Implementation - Minutes of campus PLC meetings will document alignment of TEKS and data disaggregation.</p> <p>2. Impact will be measured by an increase in student engagement in classroom activities, and the improvement of assessment scores.</p>				
Funding Sources: 199 - Local - 0.00							

<p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Universal Screeners and progress monitoring tools will be utilized by content teachers and the interventionist to identify and serve our RtI students.</p>	1, 2, 8, 9, 10	<p>Leader: RtI Coordinator Others: RtI committee, classroom teachers, principal</p>	<p>1. Implementation - Universal screeners in math and reading will be administer the first week of school to identify Tier II and III students for RtI. Students will be put into a 45 minute RtI block to address their needs. Progress monitoring tools will be used to assess if the interventions are working or not.</p> <p>2. Impact will be measure by the number of students being referred to RtI. This number should decrease with if we implement the RtI program with fidelity.</p>				
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) Data analysis of students testing profiles will target areas of greatest instructional need.</p>	1, 2, 8, 9, 10	<p>Leader: Classroom teachers</p>	<p>Implementation - CBA's with high rigor questioning will be utilized to identify content mastery or if reteach is needed. Benchmark assessments will be given in late January, and early Feb. in the tested subjects to identify and target specific TEKS for the STAAR.</p> <p>Impact will be measured by the number of students needed after school tutorials or interventions will decrease from last year.</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 7</p> <p>5) DIS will continue to work toward hiring, retaining, and developing a highly qualified staff.</p>	3	<p>Leader: Superintendent Others: Principal</p>	<p>Implementation: All DIS staff will meet the state Highly Qualified requirements. Highly Qualified Notebooks will be kept on each campus.</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1</p> <p>6) Utilize technology to improve curriculum and communication with students, staff, parents, and community.</p>	2, 10	<p>Leader: Principal Others: Teachers, technology staff</p>	<p>Implementation: Remind 101, campus Facebook page, along with district and campus websites will be used to keep parents, staff, students, and community updated on school related news and activities.</p> <p>Impact: Impact will be determined by the number of website hits, Facebook reaches, and signs-ups for Remind 101</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>7) Campus professional development will be targeted to improve student achievement. Individual teachers will attend staff development that targets self-determined needs.</p>	7	<p>Leader: Superintendent and Principal Others: Teachers</p>	<p>Implementation: Strategies from professional development will be implemented and documented through teacher observations and walk-throughs.</p> <p>Impact: Student achievement will increase.</p>				
Funding Sources: 199 - Local - 0.00							

Critical Success Factors CSF 1 CSF 2 CSF 7 8) Using district designed protocols, DIS will disaggregate data to identify strengths and weaknesses as well as causal factors, and develop an outcome based plan.	8, 9	Leader: Principal Others: Teachers	Implementation: A minimum of 5 CBA assessments will be given to students throughout the year. Data will be entered into DMAC and disaggregated to identify needs. Impact: Teachers will identify areas that need to be re-taught, and learner outcomes will improve.				
	Funding Sources: 199 - Local - 0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Curriculum Standards and Assessments: DISD will use cross-campus collaborative communication to establish an aligned, reliable, viable curriculum






which targets individual performance as measured by locally developed, high rigor CBA and state assessments. This will maximize achievement so all students will reach high standards, at a minimum attaining proficiency or better in all 4 core subjects.

Performance Objective 2: 100% of all students will maximize options for post-secondary success.

Evaluation Data Source(s) 2: There will be in increased number of students scoring at Advanced Level III on state assessments.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1</p> <p>1) Increase the overall percentages of scores on STAAR for 4th and 5th grade, increase TELPAS for ELL students, and I-Station reading inventory will be above the state average to meet grade level expectations.</p>	9	<p>Leader: Principal</p> <p>Others: Teachers</p>	<p>Implementations: Opportunities for staff to be trained in TELPAS, preview and disaggregate previous STAAR data. Students will have weekly opportunities to work on I-Station.</p> <p>Impact: Student STAAR scores will be above state average, and TAPR campus report will be Met Standard.</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1</p> <p>2) Provide enrichment opportunities in all core subjects.</p>	3, 9	<p>Leader: Principal</p> <p>Others: Teachers</p>	<p>Implementation: differentiated lessons will utilized in classrooms to enhance student learning.</p> <p>Impact: The percentage of students scoring at the Advanced Level III on STAAR will increase.</p>				
Funding Sources: 199 - Local - 4750.00							
<p>Critical Success Factors CSF 1</p> <p>3) Incorporate all levels of DOK questioning and HOTS to help students reach the Advanced Level III on State exams.</p>	2, 3	<p>Leader: Principal</p> <p>Others: Teachers, interventionist</p>	<p>Implementation: Staff development on Depth of Knowledge and Higher Order Thinking SKills</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 5</p> <p>4) Field trips, educational websites and other activities that target career education will be integrated into the curriculum. The WOWW program exposes students to educational enrichment presented by community members and various programs.</p>	2	<p>Leader: Principal</p> <p>Others: Teachers</p>	<p>Implementation: involve community members to help with career educations such as representatives from local banks, dairies, etc.</p> <p>Impact: Students will be exposed to a variety of career oriented activities to help prepare them for post-secondary readiness.</p>				
Funding Sources: 199 - Local - 1500.00							

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 1: Curriculum Standards and Assessments: DISD will use cross-campus collaborative communication to establish an aligned, reliable, viable curriculum












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Performance Objective 3: Focus on comprehensive child health, safety, and well-being to improve attendance and retention rates. Drop-out rates for all students and student sub-populations will be less than 5%. Attendance for all students and student sub-populations will be greater than 96%.

Evaluation Data Source(s) 3: Decrease in retention rates. Increase in campus attendance, and less truancy reports.

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
Critical Success Factors CSF 1 CSF 6 1) Review and implement the discipline management plan and student code of conduct to maximize positive student behavior.	2, 6, 9	Leaders: Discipline Committee Members Others: Principal, teachers	Implementation: BOY send home parent compact which outlines the student discipline plan. Practice routines and procedures with students, and focus on positive behavior interventions. Impact: A decrease in discipline referrals to the office.				
Critical Success Factors CSF 1 CSF 6 2) Provide intervention and other educational acceleration programs for students identified as at-risk.	9	Leader: Interventionist Others: Principal, classroom teachers	Implementation: BOY, MOY, and EOY universal screeners to identify at-risk students. PRogress monitoring every two weeks. Impact: Increased state assessment scores for students identified as at-risk.				
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 3) Increase campus attendance rate to 96% or better by monitoring student absences and tardies	9	Leader: School Secretary Other: Teachers, Principal	Implementation: Run daily attendance reports and contact parents daily for students that are absent. Create an incentive to encourage students to attend school such as a weekly spirit stick for the class with the highest average attendance. Impact: Student attendance rates will increase.				

<p align="center">Critical Success Factors CSF 1 CSF 4</p> <p>4) Establish a Health Advisory Committee to coordinate programs and activities targeting comprehensive student health.</p>	6	<p>Leader: School Nurse</p> <p>Other: Superintendent, principal</p>	<p>Implementation: regular meetings with the health advisory committee.</p> <p>Impact: healthier students which leads to higher attendance.</p>				
<p align="center">Critical Success Factors CSF 6</p> <p>5) Coordinate with the Fire Chief on updating and improving our safety procedures and drills.</p>	1	<p>Leader: Principal</p> <p>Others: Curtis Brown, campus staff</p>	<p>Implementation: Plan will be developed and reviewed with staff. Safety drills will be conducted monthly.</p> <p>Impact: Students and staff will feel safer knowing we have a plan in place.</p>				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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Performance Objective 4: 100% of students and teachers will be provided with current technology and with opportunities to become skilled in accessing and utilizing technological information systems.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Establish and enforce an acceptable use policy for students and teachers.</p>	2, 10	<p>Leader: Technology Director</p> <p>Others: Principal, teachers</p>	<p>Implementation: District policy distributed and discussed with staff.</p> <p>Impact: Acceptable use policy signed by students and staff.</p>				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Enhance technology skills of teachers and staff through targeted professional development.</p>	4	<p>Leader: Technology director</p> <p>District Instructional Technology Specialist</p> <p>Others: Principal, teachers</p>	<p>Implementation: staff surveys to identify technology staff development needs, and then following up with professional development to meet and address those needs.</p> <p>Impact: Increased confidence with teachers and staff utilizing the campus technology that is available.</p>				
<p>Critical Success Factors CSF 1</p> <p>3) Provide maintenance and repair for all existing technology.</p>	2	<p>Leader: Technology Director</p> <p>Others: Principal, teachers</p>	<p>Implementation: create a work order system through Eduphoria that will speed up the turn around time on all technology work orders.</p> <p>Impact: Faster turn-around times will lead to more frequent use of technology.</p>				
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue</p>							

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Performance Objective 5: The campus will provide appropriate staff development and professional growth for all administration, faculty, and staff. 100% of staff will complete required state, district and campus trainings.

Evaluation Data Source(s) 5: professional development certificates

Summative Evaluation 5:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
Critical Success Factors CSF 1 CSF 7 1) Provide staff with targeted training for special student populations.	4	Leader: Superintendent Other: Principal	Implementation: Identify needs through teacher surveys and walk-through data. Impact: Improved teacher quality through implementing targeted strategies.				
Critical Success Factors CSF 1 CSF 4 CSF 7 2) Provide opportunities for teachers to attend Professional Development activities related to the core content they teach.	4	Lead: Principal Others: Region 16 Staff, District Curriculum Specialist	Implementation: Staff surveys will identify targeted needs based upon individual teacher responses. Impact: Professional development will have a positive impact by improving student success.				
Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 7 3) Provide staff with T-TESS training for teacher appraisals, and any other district or state initiative.	3, 4						
		Funding Sources: 199 - Local - 150.00					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							






Goal 2: Student Achievement: DIS will provide appropriate instructional services to all students so they can reach high standards, at a minimum attaining proficiency or better in all 4 core subjects. By using a district developed protocol, DIS will disaggregate data to identify strengths and weaknesses as well as causal factors and develop an outcome-based action plan.

Performance Objective 1: Dyslexia and 504 students will receive appropriate instructional activities and interventions.

Evaluation Data Source(s) 1: Evaluation of campus RtI program and increased scores on student assessments for identified dyslexic and 504 students.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) DISD will have a teacher trained to provide appropriate interventions to students identified with dyslexia.</p>	3, 4, 9	<p>Leader: Principal Others: dyslexia specialist</p>	<p>Implementation: RtI committee will be formed to help identify at-risk students that may need to be tested for dyslexia or other special services. Impact: Students will be identified earlier through the RtI process and will begin to receive appropriate interventions in a timely manner.</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Provide structured intervention time for identified Tiered students.</p>	2, 3, 8, 9	<p>Leader: RtI Coordinator Others: Principal, teachers</p>	<p>Implementation: Universal screeners will be given three times a year to identify Tiered students. A 45 minute intervention time will be built into the class schedule for structured interventions. Impact: the number of students needing Tier II and Tier III interventions will decrease.</p>				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Students identified as Tier III, will receive progress monitoring every two weeks.</p>	2, 8, 9	<p>Leader: RtI Coordinator Others: Principal, teachers, interventionists</p>	<p>Implementation: Progress monitoring measures will be entered into DMAC on a regular basis to check for impact on student learning. Impact: The number of identified Tier II and Tier III students will decrease with fidelity of interventions and progress monitoring probes.</p>				
Funding Sources: 199 - Local - 750.00							

<p>Critical Success Factors CSF 1</p> <p>4) Ensure that teachers with 504 students have appropriate information regarding their students' needs and accommodations.</p>	2	<p>Leader: 504 Coordinator Others: Dyslexia interventionist, principal, classroom teachers</p>	<p>Implementation: Teachers will participate in 504 meetings to help build an appropriate plan for student success. Teachers will be given a copy of the plan with its accommodations so that they can meet their students educational needs. Impact: Students with 504 plans will be appropriately served and make progress in the general educational setting.</p>	✓	✓	✓	
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Student Achievement: DIS will provide appropriate instructional services to all students so they can reach high standards, at a minimum attaining proficiency or better in all 4 core subjects. By using a district developed protocol, DIS will disaggregate data to identify strengths and weaknesses as well as causal factors and develop an outcome-based action plan.

Performance Objective 2: Increase ELL students STAAR and TELPAS passing rates by 10%.

Evaluation Data Source(s) 2: TELPAS and STAAR data will show an increase in student performance.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Provide staff development in Sheltered Instruction strategies.</p>	2, 4	Leader: Principal Others: teachers	Implementation: All staff will receive training in Sheltered Instruction at the beginning of the school year, and on-going PD throughout the year to help incorporate appropriate strategies into the classrooms. Impact: ELL students' classroom participation will increase resulting in better scores on report cards and assessments.				
Funding Sources: 199 - Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 5</p> <p>2) Identify and provide LEP students an ESL program that develops proficiency in comprehension, speaking, reading and writing of the English language.</p>	2, 9	Leader: Principal Others: Teachers, counselor, LPAC Committee, ESL parents	Implementation: Students whose home language survey indicates a language other than English will be tested within 20 days of enrollment. The LPAC committee will determine placement in the ESL program. Impact: ELL students will receive appropriate interventions to help them be successful in the classroom setting.				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>3) Utilize Imagine Learning for ESL students in an after school setting.</p>		Leader: K. Smith - ESL Teacher					
Funding Sources: 199 - Local - 4500.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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Performance Objective 3: The number of students identified as Level III Advanced will increase by 5%.

Evaluation Data Source(s) 3: PBMAS and STAAR assessment reports

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7</p> <p>1) Provide ongoing professional development to support higher order thinking through questioning and scaffolding (PLC's will do a book study on Classroom Instruction that Works).</p>	1, 2, 4, 9	Leader: Principal Other: Curriculum Specialist, teachers, REgion 16 staff	Implementation: identify advanced and GT students and work with Region 16 staff to provide professional development in HOTS. Impact: Evidence of HOTS will be shown in lesson plans.				
Funding Sources: 199 - Local - 500.00							
<p>Critical Success Factors CSF 1</p> <p>2) Provide enrichment opportunities to students who scored Level III Advanced on a previous STAAR Assessment, or were within 1 to 2 questions from scoring Advanced.</p>	9	Leader: Principal Others: teachers, counselor	Implementation: Identified students will receive enrichment opportunities during intervention times and during the regular classroom setting. Impact: Identified students will demonstrate higher order thinking in the classroom through various projects and activities.				
<p>Critical Success Factors CSF 1</p> <p>3) Provide an annual nomination process for identifying Gifted and Talented students.</p>	2, 9	Leader: Principal Others: Counselor, teachers	Implementation: Inform parents of our Gifted and Talented program and nomination process. Encourage parents and teachers to nominate students. Impact: The number of students identified as GT will increase.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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Performance Objective 4: 70% of all students will pass the STAAR Writing Assessment

Evaluation Data Source(s) 4: CBA data will reflect an increase in student achievement as well as STAAR Writing Data.

Summative Evaluation 4:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7 1) 4th grade ELAR teachers will review and understand the writing rubric and the writing TEKS.	2, 3, 4	Leader: 4th Grade ELAR teachers Others: Principal, classroom teachers	Implementation: A writing process will be developed and shared with all campus staff so that writing is supported and integrated into all content areas. Impact: All content area teachers will incorporate writing into their curriculum which will result in an increase in writing performance.				
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7 2) All teachers will incorporate Critical Writing into their lessons.	2, 4	Leader: Principal Others: Campus teachers	Implementation: All staff will be trained in Fundamental Five and be expected to incorporate all 5 components into their lessons. We will focus on the critical writing aspect to improve writing. Impact: Campus walk-through data will show an increase in critical writing in the classrooms.				
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 4 CSF 7 3) Sheltered Instruction Strategies will be incorporated into all classrooms to help support our ELL learners.	2, 4, 9	Leader: Principal Others: Shelter Instruction Trainer, teachers and staff	Implementation: Teachers and staff will receive ongoing support in implementing Sheltered Instruction Strategies into their classrooms. Impact: Student engagement and learning will increase with the implementation of Sheltered Instruction.				
Critical Success Factors CSF 1 CSF 4 CSF 7 4) 4th grade ELAR teachers will attend Empowering Writers Training and implement strategies learned into their lessons.		Leader: Principal Others: 4th grade ELAR teachers					
Funding Sources: 199 - Local - 0.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

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Performance Objective 5: 70% of Hispanic students, and 70% ECD students will meet standard in Reading

Evaluation Data Source(s) 5: STAAR Reading data

Summative Evaluation 5:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7 1) Teachers will use the Level Up system to track individual student data in order to establish tiered interventions.	2, 4, 9	Leader: Principal Others: ESC staff, teachers, and staff	Implementation: CBA and Unit Assessments as well as informal data and observations will be used to identify students needing additional support through tiered interventions. Impact: Struggling students will be identified sooner and intervention support will be provided which will increase student learning outcomes.				
State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 2) After School tutorials will be offered to struggling and at-risk students to help close learning gaps.	2, 3, 8	Leader: teachers Others: Principal,	Implementation: Struggling students will be identified based upon the first CBA and afterschool tutorials will begin by Oct. 1st. Impact: Students needing additional assistance will be served in smaller settings with individualized instruction.				
Critical Success Factors CSF 1 CSF 4 CSF 7 3) Teachers will incorporate Differentiated Instructional strategies into their lessons.		Leader: Principal Other: Classroom teachers					
Funding Sources: 199 - Local - 1500.00							
Funding Sources: 199 - Local - 1000.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Student Achievement: DIS will provide appropriate instructional services to all students so they can reach high standards, at a minimum attaining proficiency or better in all 4 core subjects. By using a district developed protocol, DIS will disaggregate data to identify strengths and weaknesses as well as causal factors and develop an outcome-based action plan.

Performance Objective 6: 60% of Hispanic students and 60% of ECD students will meet state standards in science.

Evaluation Data Source(s) 6: STAAR Science results

Summative Evaluation 6:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7</p> <p>1) DIS will provide a common planning time for grade level science teachers so they can collaborate and plan lessons together.</p>	2, 8	Leader: Principal Others: Science teachers	Implementation: Grade level science teachers will have a common planning time to collaborate together and form common lessons. Impact: High quality lessons will be developed as demonstrated in lesson planning.	✓	✓	✓	
Funding Sources: 199 - Local - 0.00							
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 7</p> <p>2) Science teachers will attend professional development opportunities to help improve their understanding of the science process standards.</p>	3, 4	Leader: Principal Others: Science teachers, ESC support personnel, district curriculum support specialist	Implementation: Science teachers will review previous STAAR data along with the released test to identify strengths and weakness in their current curriculum. Impact: By identifying the weaknesses, teachers can plan for and adapt lessons to meet the rigor of the science process standards.				
<p>State System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) PLC's will meet weekly. Once a month during PLC's we will dedicate half the time to looking at student data.</p>	3, 8, 9	Leader: Principal Others: Science teachers	Implementation: Teachers will provide evidence that CBA's have been created prior to the beginning of each six weeks. CBA data will be scanned within three days of assessment allowing for the following PLC to be dedicated to data disaggregation. Impact: Struggling students will be identified and targeted for interventions to help them be successful on Science TEKS.				
<p>Critical Success Factors CSF 1</p> <p>4) Science teachers will work together to develop a list of academic and content "no Excuse" vocabulary terms.</p>		Leaders: Science teachers Other: Principal			✓	✓	
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: School Climate- Family & Community Involvement: DIS will increase and facilitate all stakeholders (students, staff, parents and community members) to become involved in all school activities. DIS will foster strong partnerships with parents and the community. DIS will embrace family and community needs and diverse cultures.

Performance Objective 1: DIS will increase stakeholders involvement in school planning and activities by 10%.

Evaluation Data Source(s) 1: Parent and community member sign-in logs from activities and committee meetings

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) DIS will provide monthly parent involvement activities beginning in Sept. to encourage parent and community involvement.</p>	6	Leader: Principal Others: teachers, PTO members	Implementation: Create a monthly parent involvement calendar and work with PTO and community partners to plan engaging monthly activities. Impact: An increase in parent participation and involvement will lead to an increase in student achievement.	✓	✓	✓	
Funding Sources: 199 - Local - 500.00							
<p>Critical Success Factors CSF 5</p> <p>2) Utilize various modes of communication including Tuesday folders, and technology such as FaceBook, website, and Remind 101 to keep parents informed of activities at school.</p>	6	Leader: Principal Others: teachers	Implementation: weekly communication to inform parents of student progress as well as parent involvement activities happening. Impact: An increase in parent involvement	✓	✓	✓	
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Provide ongoing opportunities for parents to join campus planning committees.</p>	6	Leader: Principal Others: teachers, parents, PTO	Implementation: send out notes and utilize technology to invite and encourage parents to join campus committees such as CPOC, LPAC, and PTO. Impact: by utilizing various modes of communication, we will reach more parents.		✓	✓	
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 3: School Climate- Family & Community Involvement: DIS will increase and facilitate all stakeholders (students, staff, parents and community members) to become involved in all school activities. DIS will foster strong partnerships with parents and the community. DIS will embrace family and community needs and diverse cultures.

Performance Objective 2: DIS will seek ways to involve community members and parents in various activities on campus.

Evaluation Data Source(s) 2: Parent and community feedback.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 5</p> <p>1) DIS will host a Learning 4 a Lifetime event in the fall in which community members and/or parents are invited into the classrooms to teach students about their careers and or safety.</p>	6	Leader: Principal Others: community members, parents, staff	Implementation: Principal will organize Learning 4 a Lifetime to be held in early October. Community members such as banker, firemen, police officers, railroaders, etc. will be invited to speak to students about their careers.				
<p>Critical Success Factors CSF 5</p> <p>2) DIS will host a minimum of two parent - teacher conference days throughout the year. One will be in the fall, the other in the spring.</p>	6, 10	Leader: Principal Others: Teachers, parents	Implementation: Schedule parent-teacher conferences on the calendar so teachers can plan accordingly. Allow flexible scheduling to meet the needs of all parents. Notify parents in time for them to make arrangements to attend the conference. Impact: Parent participation in the conferences will increase because of flexible scheduling.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: School Facilities, Technology and School Health & Safety: Our school facilities, technology and Safety Standards will be enhanced and maintained to provide a safe, healthy, drug-free and secure environment conducive to learning, growth and development.

Performance Objective 1: DIS will implement safety policies and bully prevention strategies to ensure student safety.

Evaluation Data Source(s) 1: Safety trainings on PD calendar and campus calendars and Bullying reports

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 6</p> <p>1) DISD will update annually the Student Code of Conduct and Safety Plans for all campuses.</p>	6	Leader: Superintendent Other: Principal, Registrar	Implementation: A copy of the Student Code of Conduct will be available to parents and online. Impact: Parents, students and staff will know how to access the Code of Conduct, and staff will be updated on the safety plan annually.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Teachers will be trained in safety procedures and protocols at the beginning of the school year. DIS will conduct safety drills monthly - including fire, tornado, and lockdown drills.</p>		Leader: Principal Other: Teachers	Implementation: PD during the first week of inservice will provide teachers and staff with updated safety protocols and expectations Impact: Staff will be prepared in case of an actual emergency.				
<p>Critical Success Factors CSF 6</p> <p>3) DIS will provide a physical education program that meets the state requirements to ensure student safety. The PE curriculum will follow state and national standards.</p>	3	Leader: PE teacher Others: Principal	Implementation: PE lesson plans will show evidence of TEKS and safety measures. Impact: Students will engage in safe practices in the gym.				
<p>Critical Success Factors CSF 6</p> <p>4) Counselor will provide lessons on bullying and bully prevention. Forms will be available for students to report bullying.</p>		Leader: Counselor Others: teachers and principal					
Funding Sources: 199 - Local - 250.00							
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: School Facilities, Technology and School Health & Safety: Our school facilities, technology and Safety Standards will be enhanced and maintained to provide a safe, healthy, drug-free and secure environment conducive to learning, growth and development.

Performance Objective 2: Technology will be integrated into the curriculum on a regular basis.

Evaluation Data Source(s) 2: Lesson plans will demonstrate technology integration.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 1</p> <p>1) DIS will replace current projectors with interactive projectors.</p>	1, 2	<p>Leader: Principal</p> <p>Others: Technology director, technology staff</p>	<p>Implementation: DIS will purchase a minimum of three interactive projectors a year until all classrooms have the updated technology.</p> <p>Impact: The new technology will improve student engagement and achievement in the classrooms.</p>				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) Teachers will be trained on using new technologies such as interactive projectors and I-Pads in the classroom.</p>	2, 4	<p>Leader: Principal</p> <p>Others: Technology staff teachers</p>	<p>Implementation: A professional development calendar will be developed to meet the technology needs of our campus.</p> <p>Impact: Teachers will receive the training they need to effectively implement the use of technology into their classrooms which will increase student performance.</p>				
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue</p>							

Goal 4: School Facilities, Technology and School Health & Safety: Our school facilities, technology and Safety Standards will be enhanced and maintained to provide a safe, healthy, drug-free and secure environment conducive to learning, growth and development.

Performance Objective 3: Campus maintenance needs will be addressed to make our building safer.

Evaluation Data Source(s) 3: Parent, Staff, and student surveys will show evidence that our building and the environment is safe for students.

Summative Evaluation 3:






Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 6</p> <p>1) DIS will continue to secure the building with a buzz-in system at the front entrance. Parents and visitors will be buzzed in through the system.</p>	2	<p>Leader: Principal</p> <p>Others: Maintenance dept., and outside contractor</p>	<p>Implementation: Continue utilizing buzz-in system.</p> <p>Impact: front doors will remain locked and visitors will have to be identified and buzzed into the building. Office staff will know who is in the building at all times.</p>				
<p>Critical Success Factors CSF 6</p> <p>2) Maintenance work orders will be completed in a timely manner (within a week).</p>	2	<p>Leader: Maintenance dept.</p> <p>Others: Principal, teachers, staff</p>	<p>Implementation: All maintenance work orders will be entered through Eduphoria so they can be tracked and monitored.</p> <p>Impact: Work orders will be completed in a timely manner making our building safer.</p>				
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 5: Staff Quality, Recruitment and Retention Plan: DISD will develop, recruit and retain 100% highly qualified staff and ensure that instruction will be provided by highly qualified teachers.

Performance Objective 1: 100% of teachers and aides will meet highly qualified requirements.

Evaluation Data Source(s) 1: Staff certification records will be updated annually and kept in the Highly Qualified Notebook.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 7</p> <p>1) HQ notebooks will be updated annually to ensure that all staff are highly qualified.</p>	3	<p>Leader: Principal</p> <p>Others: Human Resource Director</p>	<p>Implementation: notebooks will be updated at the beginning of the school year.</p> <p>Impact: Any teacher or staff member not meeting Highly Qualified will be identified immediately so that appropriate steps can be taken to meet the HQ standards.</p>	✓	✓	✓	
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Staff Quality, Recruitment and Retention Plan: DISD will develop, recruit and retain 100% highly qualified staff and ensure that instruction will be provided by highly qualified teachers.

Performance Objective 2: DIS will develop a recruitment and retention plan.

Evaluation Data Source(s) 2: New teacher/staff surveys will

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Oct	Feb	Apr	July
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) New staff members will be given a mentor to work with for their first year on our campus.</p>	3, 5	LEader: Principal Others: teachers	Implementation: Partner new hires with veteran teachers of the same content. Mentors will work with the new teachers, and be available to help when questions arise. Impact: New teachers will have someone to help them throughout the year. Mentors can model lessons and give advice to help the new teachers have a successful first year.				
2) DIS will have monthly Birthday celebrations and other gatherings to boost morale and help build relationships among the staff.	2, 5	Leader: Principal Others: teachers and staff	Implementation: teachers and staff will sign up to provide a meal throughout the school year. We will also sign up for pot luck meals and other gatherings throughout the year. Impact: Staff morale will increase and will be evidenced through teacher surveys at the end of the year.				
<p>Critical Success Factors CSF 6</p> <p>3) A Sunshine Committee will be formed with teachers and staff to organize events such as the staff Thanksgiving meal and Christmas Party.</p>	5	Leader: Sunshine Committee	Implementation: The committee will be formed at the beginning of the year to organize various campus events. Impact: The Sunshine Committee will help create a positive work environment for teachers and staff.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Staff Spotlight - students will nominate a teacher or staff member to be spotlighted. We will post a picture and a blurb on the website and facebook.</p>		Leader: Principal Others: Anita	Implementation: Students will nominate a staff member to be spotlighted. They will write a small blurb or reason for the nomination, and the staff members photo will be displayed on the website and facebook with a blurb. Impact: Staff morale will be boosted and parents will be made aware of the impact teachers and staff members have on DIS students.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
2	3	1	Provide ongoing professional development to support higher order thinking through questioning and scaffolding (PLC's will do a book study on Classroom Instruction that Works).
2	4	1	4th grade ELAR teachers will review and understand the writing rubric and the writing TEKS.
2	4	2	All teachers will incorporate Critical Writing into their lessons.
2	4	3	Sheltered Instruction Strategies will be incorporated into all classrooms to help support our ELL learners.
2	5	1	Teachers will use the Level Up system to track individual student data in order to establish tiered interventions.
2	5	2	After School tutorials will be offered to struggling and at-risk students to help close learning gaps.
2	6	1	DIS will provide a common planning time for grade level science teachers so they can collaborate and plan lessons together.
2	6	2	Science teachers will attend professional development opportunities to help improve their understanding of the science process standards.
2	6	3	PLC's will meet weekly. Once a month during PLC's we will dedicate half the time to looking at student data.