

**FABENS ISD**  
**District Improvement Plan**  
**2015/2016**

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Gilbert Alarcon, Assistant Superintendent of Finance and Operations  
Dr. David Rueda, Assistant Superintendent for Curriculum & Instruction

## Campus-Level Administration

### Fabens Elementary

Richard Lopez, Principal  
Abraham Canales, Assistant Principal

### O'Donnell Intermediate

Michele Gonzalez, Principal

### Fabens Middle School

Dr. Joe Keith, Principal  
Patricia Ramos, Assistant Principal

### Fabens High School

Ruben Carrillo, Principal  
Stacey Nunez, Assistant Principal

### Cotton Valley Early College High School

Dr. Samuel Hogue, Principal

# FABENS ISD Site Base

Name	Position
Alarcon, Gilbert	Asst. Superintendant-Finance & Operations-Chairman
Alarcon, Lourdes	Director, Federal Programs and Special Initiatives
Baca, Armando	Business/Community Member
Becerra, Jessica	Teacher
Bullard, Marlene	Instructional Facilitator
Carrillo, Ruben	Principal
Castillo, Norma	Diagnostician
Cavazos, Irene	Business/Community Member
Dominguez, Mario	Director, Technology
Dominguez, Teri	Teacher
Esparza, Anne	Director, Human Resources
Flores, Veronica	Teacher
Garay, Javier	Maintenance & Transportation Supervisor
Gonzalez, Michele	Principal
Gonzalez, Nancy	DIT Secretary
Gonzalez, Pedro	Wellness Program Coordinator
Hernandez, Manuel	Teacher
Hogue, Samuel	Principal
Jones, Susana	Counselor
Keith, Joe	Principal
Lopez, Richard	Principal
Martinez, Patricia	Counselor
Melendez, Melissa	Parent
Ochoa, Carla	Teacher
Pacheco, Rodrigo	Computer Technician
Pedroza, Abraham	Business/Community Member
Pineda, Alyza	Teacher

# FABENS ISD Site Base

Name	Position
Rodriguez, Melissa	Social Worker
Romero, Jenny	Teacher
Rueda, David	Asst. Superintendent - Curriculum & Instruction
Ruiz, Corina	Instructional Facilitator
Telas, Bobby	Security Supervisor

# FABENS ISD

## **Mission**

*All students in Fabens Independent School District will be successful, lifelong, global learners.*

### Nondiscrimination Notice

FABENS ISD 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.

# Comprehensive Needs Assessment (SW1)

Fabens Independent School District (ISD) conducted comprehensive needs assessments based on data from State and Federal Demographics, the Adequate Yearly Progress (AYP) Data Table, and the Performance-Based Monitoring Analysis System (PBMAS). The district reviewed and analyzed data such as STAAR performance, attendance rates, snapshot and dropout rates. Data from onsite visit by TEA on Special Education and ESL/Bilingual programs were also used. Monthly reports by LEA were used to address deficiencies. In addition, for regular education and for special programs, the data was disaggregated for all population groups, including gender. Individual student's strengths and weaknesses were identified by disaggregating STAAR data by grade level, subject area, and objectives.

The needs assessment also consisted of identifying needs for all subject areas, grade levels, and each special program using the six areas of decision making: Planning, Curriculum and Instruction, Staffing, Staff Development, School Organization, and Budgeting, as well, as through the Effective School Correlates: Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement.

After careful evaluation of all data, it was noted that the standards were not met in a few areas such as English Language Arts Performance or Math by certain populations. This indicates the campuses need to target interventions and research specific programs and ESL inclusion.

All campuses in Fabens ISD exceed 40 percent Economically Disadvantaged Students and qualify as Title I School-wide campuses. Therefore, State Compensatory Education (SCE) funds are used to support the Title I School-wide Programs. The components of School-wide planning such as: Comprehensive Needs Assessment, Reform Strategies, Highly Qualified Instructional Staff, Staff Development, Strategies for Attracting Highly Qualified Staff, Parental Involvement, Early School Transition, Teacher Use of Assessments/Assessment Decisions, Timely Assistance/Early Intervention, and Coordination and Integration of State, Local and Federal Programs/Services were all used to identify the needs for the development of School-wide Improvement Plans.

District and campus improvement plans from the 2014-2015 school year were reviewed and revised based on the accomplishment of specific goals and objectives. As a result, the 2015-2016 district and campus improvement plans reflect all of the aforementioned needs in order to improve student performance.

See attachment 1.1

## Fabens ISD Priority Goals

1. The District shall develop and implement a well-balanced, sequential, integrated and coordinated prekindergarten through grade 12 instructional program.
2. The District shall assure the community that schools are safe environments, conducive to successful learning.
3. The District shall promote self-worth and high expectations for all students and staff.
4. The District shall involve families, community, and service agencies in addressing needs unique to this rural, bi-cultural community.

# FABENS ISD

**Goal 1.** All student groups taking the STAAR reading, English language arts (ELA), math, writing, social studies, and science tests will meet or exceed the state and federal test standards, or increase scores by 5% each year until the long term goal is met.

**Objective 1.** All students in all student groups will meet or exceed the state/federal standards for Reading and Writing on the state assessment or increase by 5% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Disaggregate STAAR data in Reading for All Students and focus on objectives below 80% mastery: (TIA 13.8, 13.9)</p> <p>(Title I SW: 1,3,9) (Target Group: All)</p>	Principal	end of August 2016	(S)Local Funds	<p>Summative - Improved performance in reading</p> <p>STAAR Reading</p> <p>STAAR A1</p> <p>STAAR ALT 2</p> <p>TELPAS</p> <p>Performance indicators</p>
<p>2. Ensure the instructional program includes reading objectives in grades not tested by state assessment. (Title I SW: 3,9) (Target Group: All)</p>	Principal	Every 3 weeks	(S)Local Funds	<p>Summative - Improved performance in reading</p> <p>Progress Monitoring for TPRI/Tejas Lee</p>
<p>3. Disaggregate STAAR data in Writing for All Students and focus on objectives below 80% mastery (TIA 13.8, 13.9)</p> <p>Prepare students for state assessment in Writing in Grades 4 and 7.</p> <p>Prepare students for End of Course (EOC) state assessment for grades 9, 10, 11 and 12.</p> <p>Elementary and Secondary campuses implementing aligned curriculum:            Fabens Elementary - Empowering Writers            O'Donnell Intermediate - Empowering Writers            Fabens Middle School - Empowering Writers,            Region XIX (Title I SW: 1,3,9) (Target Group: All)</p>	Principal	End of August 2016	(S)Local Funds	<p>Summative - STAAR Writing STAAR A1/ ALT2</p> <p>EOC English I, English II</p>



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**Objective 1.** All students in all student groups will meet or exceed the state/federal standards for Reading and Writing on the state assessment or increase by 5% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. Ensure the instructional program includes writing objectives in grades not tested by state assessment. (Title I SW: 3,9) (Target Group: All)	Principal	Every week	(S)Local Funds	Summative - Increased performance in writing
5. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every 6 weeks		Summative - Lower EOC Failure rate  Lower failure rate  Increase % of graduates

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- Goal 1.** All student groups taking the STAAR reading, English language arts (ELA), math, writing, social studies, and science tests will meet or exceed the state and federal test standards, or increase scores by 5% each year until the long term goal is met.
- Objective 2.** All students in all student groups will meet or exceed the state/federal standard for Mathematics on the state assessment or increase by 5% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Disaggregate STAAR data in Math for All Students and focus on objectives below 80% mastery: (TIA 13.8, 13.9)</p> <p>Prepare students for End of Course (EOC) state assessment in grade 9.</p> <p>Elementary campuses implementing aligned curriculum:                      Fabens Elementary - Lead4ward, Sharon Wells Program, Pearlized Math grades Kinder-1st                      O'Donnell Elementary - Lead4ward, Sharon Wells Program                      Fabens Middle School - Lead4ward, Region XIX</p> <p>(Title I SW: 1,3,9) (Target Group: All)</p>	Principal	End of August 2016	(S)Local Funds	Summative - Increased student performance in math  STAAR MATH  EOC Algebra I
<p>2. Ensure the instructional program includes math objectives in grades not tested by state assessment. (Title I SW: 3,9) (Target Group: All)</p>	Principal	Every week	(S)Local Funds	Summative - Improved performance in mathematics
<p>3. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		Summative - Lower EOC failure rate  Lower failure rate  Increase % of graduates

# FABENS ISD

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- Objective 3.** All students in all student groups will meet or exceed the state/federal standard for Social Studies on the state assessment or increase by 5% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Disaggregate Social Studies data and focus on objectives below 80% mastery (TIA 13.2, 13.8, 13.9)</p> <p>Prepare students for state assessment in Social Studies in grades 8 and 11.</p> <p>Prepare students for End of Course (EOC) state assessment in grade 11. (Title I SW: 1,3,9) (Target Group: All)</p>	Principal	End of August 2016	(S)Local Funds	<p>Summative - Increased performance in social studies</p> <p>STAAR Social Studies</p> <p>EOC US History</p>
<p>2. Ensure the instructional program includes social studies objectives in grades not tested by state assessment. (Title I SW: 3,9) (Target Group: All)</p>	Principal	Every week	(S)Local Funds	Summative - Increased student performance in social studies
<p>3. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		<p>Summative - Lower EOC failure rate</p> <p>Lower failure rate</p> <p>Increase % of graduates</p>

# FABENS ISD

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- Objective 4.** All students in all student groups will meet or exceed the state/federal standard for Science on the state assessment or increase by 5% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Disaggregate Science data and focus on objectives below 80% mastery (TIA 13.2, 13.8, 13.9)</p> <p>Prepare students for state assessment in Science in grades 5,8,and 9.</p> <p>Prepare students for End of Course (EOC) state assessment in grades 9 and 10. (Title I SW: 1,9) (Target Group: All)</p>	Principal	End of August 2016	(S)Local Funds	<p>Summative - Increased performance in science</p> <p>STAAR Science</p> <p>EOC Biology</p>
<p>2. Ensure the instructional program includes science objectives in grades not tested by state assessment. (Title I SW: 3,9) (Target Group: All)</p>	Principal	Monthly	(S)Local Funds	Summative - Increased student performance in science
<p>3. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		<p>Summative - Lower EOC failure rate</p> <p>Lower failure rate</p> <p>Increase % of graduates</p>

# FABENS ISD

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- Objective 5.** All student groups (depending on assessment) will show an increase in passing Advanced Level III state assessments and will meet or exceed progress measure for the 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Vertically align objective expectations by grade level (TEKS/STAAR). Utilize chart that indicates vertical alignment at a glance. (TIA 13.2, 13.8) (Target Group: All)</p>	Principal	End of first semester	(S)Local Funds	<p>Summative - Improved student performance on state assessments</p> <p>STAAR results</p>
<p>2. Use grade level TEKS as a scope and sequence along with grade level STAAR objectives/blueprints to vertically align the curriculum and vertical teaming. (Title I SW: 3,4,9) (Target Group: All)</p>	Principal	Every week	(S)Local Funds	<p>Summative - Increased performance on benchmark tests and classwork</p> <p>STAAR results</p>
<p>3. Integrate Bilingual/ESL methodology into regular &amp; special education classroom instruction. (TIA 13.9)</p> <p>Fabens Elementary is implementing the 50/50 Biliteracy Program at grades PreK - 5 with ongoing staff development and monthly monitoring.</p> <p>LPAC will meet and monitor student progress every six weeks/month.</p> <p>Comply with findings from snapshot data due to onsite visit by TEA (Title I SW: 3,5,10) (Target Group: ESL, LEP, SPED)</p>	Principal	Monthly	(F)IDEA Special Education, (F)Title III Bilingual / ESL, (S)Local Funds	<p>Summative - STAAR results</p> <p>EOC results</p> <p>TEA onsite visit results</p> <p>Increased Bilingual/ESL and Special education student performance on: STAAR, STAAR A1, STAAR ALT2, and EOC.</p> <p>Bilingual/ESL Annual Evaluation Report</p> <p>Student Annual Review</p> <p>TELPAS</p>

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- Objective 5.** All student groups (depending on assessment) will show an increase in passing Advanced Level III state assessments and will meet or exceed progress measure for the 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>4. Coordinate and integrate planning that provides for reinforcement and thematic units across all subject areas, including CATE, ESL, G/T, Special Ed, Dyslexia, At-Risk, P.E., Music, Theatre, Speech, and Foreign Languages, etc. (TIA 13.10)</p> <p>LPAC will meet and monitor student progress 3rd/6th week. (Title I SW: 3,9,10) (Target Group: All)</p>	Principal	Every Month	(F)IDEA Special Education, (F)Title I, (F)Title III Bilingual / ESL, (S)Local Funds	<p>Summative - TAKS/STAAR results</p> <p>EOC results</p> <p>Increased Bilingual/ESL and Special education student performance on: STAAR, STAAR A1, STAAR ALT2, and EOC.</p>
<p>5. Continue dyslexia and 504 services in accordance with district policy, District Dyslexia Plan, and 504 requirements.</p> <p>(Title I SW: 9) (Target Group: Dys)</p>	Campus 504 Coordinator, Dyslexia specialist, Principal, Special Ed Director	Weekly	(S)Local Funds	<p>Summative - Increased student performance as indicated by progress reports, reports cards, benchmark tests, and skills checks.</p> <p>STAAR results STAAR A1 STAAR ALT2</p> <p>EOC results</p> <p>Program results</p> <p>Training certificates</p> <p>Sign In Sheets</p> <p>LAT SAT</p> <p>504 Audits</p>

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- Objective 5.** All student groups (depending on assessment) will show an increase in passing Advanced Level III state assessments and will meet or exceed progress measure for the 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Provide information for all teachers in identification of students with dyslexia and related disorders. (TIA 13.9) (Title I SW: 9) (Target Group: Dys)	Dyslexia specialist, Principal	Beginning of August 2015	(S)Local Funds	Summative - Dyslexic students are properly identified and served at the earliest opportunity.
7. Provide transition activities for pre-school students to Elementary, Elementary to Intermediate, Intermediate to Middle, and Middle to High School. (TIA 13.7)  <ul style="list-style-type: none"> <li>o PK Notification in English and Spanish</li> <li>o Summer Bridge Academy</li> <li>o Fish Camp</li> <li>o Counseling</li> <li>o Orientation sessions</li> <li>o Campus visitation</li> <li>o Parent nights during Registration Week</li> <li>o HB5 PGP MEETINGS</li> </ul> (Title I SW: 7) (Target Group: All)	Principal	End of each Spring semester	(S)Local Funds	Summative - Student achievement  Decrease in discipline referrals  Parent/Student understanding of high school requirements
8. Continue to involve teachers in assessment decisions and/or the use of assessment data. (TIA 13.8) <ul style="list-style-type: none"> <li>o Disaggregation and use of test data</li> <li>o Training in the interpretation of test data (TIA 13.4, 13.8)</li> <li>o TPRI/TEJAS LEE, STAAR training (TIA 13.4)</li> <li>o LPAC training (TIA 13.4)</li> <li>o G/T Selection Committee training (TIA 13.4)</li> </ul> (Target Group: All)	Principal	Semester	(F)Title I, (S)Local Funds, (S)State Compensatory	Summative - Personnel records: <ul style="list-style-type: none"> <li>o Certificates</li> <li>o Training hours</li> <li>o Transcripts</li> </ul>

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- Objective 5.** All student groups (depending on assessment) will show an increase in passing Advanced Level III state assessments and will meet or exceed progress measure for the 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		Summative - Lower EOC failure rate  Lower failure rate  Increase % of graduates



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**Objective 6.** Address the needs of At-Risk students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Address the needs of at-risk students:(TIA 13.9, 13.10)</p> <ul style="list-style-type: none"> <li>o A-Plus Learning</li> <li>o CATS               <ul style="list-style-type: none"> <li>o Analyze credit accrual to ensue that each long-term student is pursuing and earning at least 6 credits per year</li> <li>o The percent of credits passed of those attempted by long-term students will exceed 60%</li> </ul> </li> <li>o Staff development(training, substitutes, travel)(TIA 13.4)</li> <li>o Enrichment Opportunities</li> <li>o ESL services and lab</li> <li>o Extended library hours/aide</li> <li>o Community services(pregnancy-related services and school-age parents)</li> <li>o Computer-assisted instruction</li> <li>o Math strategies</li> <li>o Language Arts strategies</li> <li>o Counseling</li> <li>o Contracted services</li> <li>o Planning/Teaming for at-risk students</li> <li>o Mandatory Tutorials(TIA 13.9)</li> <li>o Extended Day(TIA 13.9)</li> <li>o Extended Year(TIA 13.9)</li> <li>o Response To Intervention(RTI)Program for Math/Readng</li> <li>o AIP's</li> <li>o GPC Meeting</li> <li>o PGP Meeting</li> <li>o Achieve 3000 Reading Program</li> <li>o Open Book &amp; Istation</li> <li>o Differentiated Instruction</li> <li>o ICU - Work Recovery</li> <li>o Friday Academy</li> <li>o Homework Lab (Title I SW: 2,3,5,9,10) (Target Group: AtRisk)</li> </ul>	<p>Coordinator of Assessment, Principal</p>	<p>Every Week</p>	<p>(F)Title I, (S)HS Allotment Grant, (S)Local Funds</p>	<p>Summative - Increased completion rate, increased number of at-risk students accruing credits toward graduation.</p> <p>STAAR results STAAR A1 STAAR ALT2</p> <p>Final PEIMS Report</p> <p>At-risk Binders/Profiles</p> <p>Failure Rules Grade/Lexile Improvement</p>

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- Objective 6.** Address the needs of At-Risk students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>2. Review the Performance Based Monitoring Analysis System (PBMAS) for Special Education and Bilingual with all district, campus administrators, and CTE. Implement CIP for 2s and 3s.</p> <p>(Target Group: ESL, SPED, CTE)</p>	Directors, Principal, Special Ed Director	As scheduled	(F)IDEA Special Education, (F)Title III Bilingual / ESL, (S)Local Funds	Summative - PBMAS results TEA Compliance Notification
<p>3. Provide quality CATE program:</p> <ul style="list-style-type: none"> <li>o Career Pathways for college-bound and vocationally bound students</li> <li>o Increase vocational and Tech Prep course offerings</li> <li>o Develop CATE course offering handbook</li> <li>o Offer Trade and Industry classes</li> <li>o Promote Health Science classes</li> <li>o Concurrent/dual enrollment</li> <li>o Offer Industrial Arts/Technology courses</li> <li>o Increase Business Education courses</li> <li>o Career Information and Knowledge               <ul style="list-style-type: none"> <li>o Nutrition</li> <li>o Career Investigation</li> <li>o Job Shadowing</li> <li>o Guest Speakers</li> <li>o Career Field Trips</li> </ul> </li> <li>o Computer Tech (Target Group: CTE)</li> </ul>	Principal	end of August 2016	(S)Local Funds	Summative - STAAR results STAAR A1  STAAR ALT2  EOC results  CATE Annual Evaluation Report
<p>4. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		Summative - Lower EOC failure rate  Lower failure rate  Increase % of graduates

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**Objective 6.** Address the needs of At-Risk students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Achieve 3000 for Reading and Writing for writing intervention (Title I SW: 9) (Target Group: All, LEP, SPED, AtRisk)	Principal, Teacher(s)	Semester	(F)Federal Funds, (S)Local Funds, (S)State Funds	Summative - Improved EOC ELA scores & rates of college readiness as demonstrated by  College readiness scores in Reading
6. Implementation of Writing for Texas strategies-Staff development	Principal, Teacher(s)	Semester	(F)Federal Funds, (S)Local Funds, (S)State Funds	Summative - Improved student & ELL performance

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**Objective 7.** Provide quality services to Migrant students

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide quality services to Migrant students. (TIA 13.9, 13.10)</p> <ul style="list-style-type: none"> <li>o Identification</li> <li>o Support Services               <ul style="list-style-type: none"> <li>o Nurse</li> <li>o Counselor</li> <li>o Parent Advisory Council (PAC)</li> <li>o Training (Seven Areas of Focus)</li> <li>o Coordination between district and campuses to meet the state requirement, Seven Areas of Focus:                   <ul style="list-style-type: none"> <li>o Parent Involvement</li> <li>o ID&amp;R</li> <li>o NGS</li> <li>o Graduation Enhancement</li> <li>o Early Childhood</li> <li>o Migrant Services Coordinator</li> <li>o Secondary credit accrual</li> </ul> </li> </ul> </li> <li>o Monitor academic progress of migrant students.</li> </ul> <p>(Title I SW: 10) (Target Group: Migrant)</p>	<p>Migrant Coordinator, Principal</p>	<p>Every 3 Weeks</p>	<p>(F)Migrant Grant</p>	<p>Summative - Increased promotion rates among migrant students</p> <p>NGS Reports Credit accrual</p> <p>Migrant Survey</p> <p>Migrant Education Annual Evaluation Report</p>
<p>2. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	<p>Assistant Principal(s), Dean of Instruction, Department Heads, Principal</p>	<p>Every six weeks</p>		<p>Summative - Lower EOC failure rate</p> <p>Lower failure rate</p> <p>Increase % of graduates</p>

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**Objective 8.** Continue to integrate technology into classroom instruction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Continue to Integrate technology into the classroom instruction: (TIA 13.10)</p> <ul style="list-style-type: none"> <li>• Staff development</li> <li>• Integration of technology into instructional program across the curriculum (all subjects/all grade levels)</li> <li>• Diverse library software to support reading program</li> <li>• Internet availability to staff</li> <li>• Equipment, maintenance, software upgrades</li> <li>• Student assignments include technology</li> <li>• A-Plus Learning</li> <li>• Smart Boards</li> <li>• Elmo</li> <li>• Kurzweil Reading Software</li> <li>• Capstone Interactive Library</li> <li>• TEKS Resource Program</li> <li>• Renaissance Learning</li> <li>• Online Courses</li> <li>• TSI testing for College Readiness</li> <li>• Scan Tech Lab</li> <li>• Istation</li> <li>• Accelerated Reader</li> <li>• Achieve 3000 (Title I SW: 3,4,9) (Target Group: All)</li> </ul>	<p>Director of Technology, Principal</p>	<p>Every week</p>	<p>(S)Local Funds, (S)State Compensatory</p>	<p>Summative - Increased student performance on state assessments.</p> <p>STAAR results</p> <p>EOC results</p> <p>STAAR A1 STAAR ALT2</p> <p>Personnel Records</p> <ul style="list-style-type: none"> <li>o Teacher Competencies</li> <li>o Certificates</li> <li>o STAAR Chart</li> </ul>
<p>2. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	<p>Assistant Principal(s), Dean of Instruction, Department Heads, Principal</p>	<p>Every six weeks</p>		<p>Summative - Lower EOC failure rate</p> <p>Lower failure rate</p> <p>Increase % of graduates</p>

# FABENS ISD

- Goal 1.** All student groups taking the STAAR reading, English language arts (ELA), math, writing, social studies, and science tests will meet or exceed the state and federal test standards, or increase scores by 5% each year until the long term goal is met.
- Objective 9.** Provide all students with advanced and challenging curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide all students with advanced and challenging curriculum at the middle school.</p> <ul style="list-style-type: none"> <li>o Spanish classes for 7th and 8th graders for high school foreign language credit.</li> <li>o AP Spanish class for select 8th grade students for high school and AP credit.</li> <li>o Pre-AP English for 7th and 8th graders</li> <li>o Algebra for 8th grade students</li> <li>o Computers to compliment the use of textbooks used by 8th grade ESL and G/T students (TIA 13.2)</li> <li>o Subject-area relevancy               <ul style="list-style-type: none"> <li>o Thematic units</li> <li>o Competitive projects</li> </ul> </li> <li>o Staff development (TIA 13.4)               <ul style="list-style-type: none"> <li>o Cooperative Learning strategies</li> <li>o Differentiated Instruction</li> </ul> </li> <li>o Pre-AP &amp; AP Curriculum @ HS</li> <li>o Dual Credit courses @ HS (Title I SW: 2,3,4,9,10) (Target Group: All)</li> </ul>	<p>Assistant Principal(s), Principal</p>	<p>Every 3 weeks</p>	<p>(F)Title I, (S)Local Funds, (S)State Compensatory</p>	<p>Summative - Increased student performance on state assessment and increased promotion rates.</p> <p>STAAR results</p> <p>STAAR A1</p> <p>STAAR ALT2</p> <p>EOC results</p> <p>Bilingual/ESL Annual Evaluation Report</p> <p>G/T Annual Evaluation Report</p> <p>Checklist for Differentiation of Instruction</p>

# FABENS ISD

- Goal 1.** All student groups taking the STAAR reading, English language arts (ELA), math, writing, social studies, and science tests will meet or exceed the state and federal test standards, or increase scores by 5% each year until the long term goal is met.
- Objective 9.** Provide all students with advanced and challenging curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>2. Continue implementing the G/T program.</p> <ul style="list-style-type: none"> <li>o Update G/T curriculum to include differentiation with depth and complexity.</li> <li>o Identify and serve G/T kindergarten students by March 1 each year.</li> <li>o Test new students for identification yearly</li> <li>o Provide G/T staff development (TIA 13.4)               <ul style="list-style-type: none"> <li>o 30-hour training for new teachers</li> <li>o 6-hour update training</li> <li>o 6-hour administrator/counselor training</li> </ul> </li> <li>o Provide effective information and communication to all parents regarding the G/t program. (TIA 13.6)</li> <li>o High School-level Spanish for middle school G/T students</li> <li>o Pre-AP classes at Middle School</li> <li>o Pre-AP &amp; AP classes @ HS level</li> <li>o Dual Credit Courses @ HS level</li> <li>o AP Spanish @ Middle School</li> <li>o Algebra 1 @ Middle School</li> <li>o GT Showcase @ O'Donnell</li> <li>o Early entry to UTEP for Seniors @ ECHS (Title I SW: 3,9,10) (Target Group: GT)</li> </ul>	GT Coordinator	Monthly	(S)Local Funds	<p>Summative - STAAR results STAAR A1 STAAR ALT2</p> <p>EOC results</p> <p>G/T Annual Evaluation Report</p> <p>Progress toward ESEA goals and performance indicators</p>
<p>3. Prepare all students for college readiness according to HB 5 requirements by increasing the number of Pre-AP and AP courses to include Physics and Environmental Science. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th)</p>	Assistant Principal(s), Dean of Instruction, Department Heads, Principal	Every six weeks		<p>Summative - Lower EOC failure rate</p> <p>Lower failure rate</p> <p>Increase % of graduates</p>

# FABENS ISD

**Goal 1.** All student groups taking the STAAR reading, English language arts (ELA), math, writing, social studies, and science tests will meet or exceed the state and federal test standards, or increase scores by 5% each year until the long term goal is met.

**Objective 10.** Recruit and retain highly qualified teachers and teacher assistants.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Recruit and retain highly qualified teachers and teacher assistants. (TIA 13.3, 13.4, 13.5)</p> <ul style="list-style-type: none"> <li>o Stipends</li> <li>o Quality staff development</li> <li>o Incentives</li> </ul> <p>(Title I SW: 4) (Target Group: All)</p>	<p>Assistant Superintendent Finance, Personnel Director, Principal, Superintendent(s)</p>	<p>Every semester</p>	<p>(S)Local Funds</p>	<p>Summative - Personnel records showing that all teachers are highly qualified</p> <p>Paraprofessional certificates/transcripts</p> <p>STAAR results STAAR A1 STAAR ALT2</p> <p>EOC results</p> <p>TPRI, TEJAS LEE</p> <p>TELPAS</p>



# FABENS ISD

**Goal 2.** Student attendance and completion rates will meet or exceed the state standard.

**Objective 1.** The student attendance rate will improve for the 2015-2016 school year to 99%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor attendance on a daily basis. <ul style="list-style-type: none"> <li>o Parent notification</li> <li>o Telephone calls</li> <li>o Letters               <ul style="list-style-type: none"> <li>o Individual Attendance Plan</li> </ul> </li> <li>o Computerized attendance reports</li> <li>o Counseling</li> <li>o Home visits</li> <li>o Provide a dropout list to all campuses               <ul style="list-style-type: none"> <li>o Community Service</li> </ul> </li> <li>o Technology               <ul style="list-style-type: none"> <li>o Email Teacher</li> <li>o Websites</li> <li>o One Call Now</li> <li>o Parent Portal (Title I SW: 9) (Target Group: All)</li> </ul> </li> </ul>	Principal	Every day	(S)Local Funds	Summative - Increased attendance rates  Decrease Dropout rates
2. Provide incentives to promote perfect attendance: <ul style="list-style-type: none"> <li>o Student recognition</li> <li>o Perfect attendance incentives</li> </ul> (Target Group: All)	Principal	Every six weeks	(S)Local Funds	Summative - Increase attendance rates  Decrease Dropout rates

# FABENS ISD

**Goal 2.** Student attendance and completion rates will meet or exceed the state standard.

**Objective 2.** The district completion rate will increase in the year 2015 by 1%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide dropout prevention and recovery through the following: (TIA 13.9, 13.10)</p> <ul style="list-style-type: none"> <li>o Counseling services</li> <li>o Pregnancy-related services</li> <li>o Services for school-age parents</li> <li>o Abstinence Programs</li> <li>o Saturday school</li> <li>o After-school mentoring</li> <li>o Credit Recovery - A+ (Title I SW: 9) (Target Group: AtRisk)</li> </ul>	Principal	Every week	(F)Title I, (S)State Compensatory	<p>Summative - Decrease in the dropout rate</p> <p>Leaver Reports</p>
<p>2. Increase the percent of students taking the SAT/ACT from 48.6% to 70%.</p> <p>Increase the percent of students scoring above the criterion on the SAT/ACT from 4.5% to 5.5%.</p> <p>(SAT criterion: (1110) (ACT criterion: (24)</p> <ul style="list-style-type: none"> <li>o SAT and ACT testing centers</li> <li>o SAT/ACT software available in computer labs and library</li> <li>o Pay for tests through waivers (Target Group: All) (NCLB: 5)</li> </ul>	Counselor(s)	Monthly		Summative - SAT/ACT results
<p>3. Increase the number of students on the Recommended High School program, the number taking AP classes, the number of students scoring 3+ or 4+ on AP exams, and the number pursuing and achieving the Distinguished Program Seal.</p> <p>Increase the number of juniors taking the PSAT toward qualifying as National Merit Scholars. (Target Group: All)</p>	Counselor(s), Principal	Fall/Spring Semester		Summative - Student transcripts

# FABENS ISD

**Goal 3.** Provide a safe and orderly school climate, conducive to learning.

**Objective 1.** Discipline referrals will decrease in 2016 by 3%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement discipline management plan: District guidelines; Parent communications; ISS; DAEP; Special Education needs; Time Out/Restraint TBSI ;Behavior Intervention Plan; Teacher Assistance Team; Peer mediation; After-school mentoring; Teen Anger Program; Crime Stoppers Program; Alternatives to removing students from classrooms; Visible administrators and teachers in halls, before and after school, during lunch, and class changes; Consistent enforcement of Student Code of Conduct; Non-Violent Crisis Prevention Intervention (CPI) Training; Reward positive student behavior ; Newsletters; End-of-Year Awards Programs; Incentives; Clubs; Community Service; PBIS (Target Group: All)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Every week	(S)Local Funds	Summative - Decrease in the number of discipline referrals.  Title IV Annual Evaluation Report  PEIMS 425 Report  Teacher Surveys  Ratio of regular ed. in-school and out-of school suspensions to special ed. in-school and out-of school suspensions  PEIMS 435 Report
2. Implement a Comprehensive Guidance Plan aligned with the State Plan. o Character Education o Decision making o Self-esteem o Private and group counseling o Scholarship acquisition o Testing o Career awareness o Peer Mediation (Target Group: All)	Assistant Principal(s), Counselor(s), Principal	Monthly	(S)Local Funds	Summative - Title IV Annual Evaluation Report  PEIMS 425 Report  Scholarships awarded

# FABENS ISD

**Goal 3.** Provide a safe and orderly school climate, conducive to learning.

**Objective 2.** Tobacco, Alcohol, and Drug (TAOD) offenses will decrease in the 2015-2016 school year by 1%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Continue drug-free curriculum and reduce campus drug offenses: Red Ribbon Week; Staff development; Random walk-throughs; FISD Security Crime Stoppers Program</p> <p>Use canines to patrol both middle school and high school campuses. (Target Group: All)</p>	<p>Assistant Principal(s), Counselor(s), Drug-Free Coordinator, Principal</p>	<p>Every six weeks</p>	<p>(S)Local Funds</p>	<p>Summative - Decreased TAOD offenses</p> <p>Title IV Annual Evaluation Report</p> <p>PEIMS 425 Report</p>

# FABENS ISD

**Goal 3.** Provide a safe and orderly school climate, conducive to learning.

**Objective 3.** Incidents of violence will decrease in the 2015-2016 school year by 1%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement the district crisis management plan including: Suicide prevention; Violence prevention; Conflict resolution; TBSI Training; CPI Training; Bullying Prevention/Awareness; Gang Awareness; Implement LOCKDOWN procedures for emergency situations. (Target Group: All)	Counselor(s), Principal	Every month	(S)Local Funds	Summative - Decrease in incidents of violence.  Title IV Annual Evaluation Report  PEIMS 425 Report  Gun-free Report  PEIMS 435 Report  TBSI Training Record  Increase safety awareness

# FABENS ISD

**Goal 4.** Increase parent and community involvement to promote student achievement by implementing various programs and strategies.

**Objective 1.** Increase the number of parent and community participants in each of the following: a. Volunteers b. PTSO c. Open House d. Special programs parent meetings e. District and campus-level decision making committees

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide opportunities for increased parent and community involvement: District and campus decision-making committee meetings; Parent communications; District and Campus Newsletters; Calendar of Events; Meet the Teacher Night; Parent Recruitment Program; Parent/Teacher Conference; Instructional classes for parents; Teacher contacts; Telephone; Conferences; Mail; Report card pick-up; Email; Coordinated efforts by school, community, and local agencies; Guest Readers in classrooms; Parent Orientation sessions; Parent Resource Centers; School-Parent Compacts; Make-and-Take Sessions for parents; Communication of district and campus goals in English and in Spanish; Federal programs planning sessions; Interpreters; Communications in parents' native language; Music, art, and theatre programs; Special ed parent counseling sessions; CAT/PAC Monthly Meetings; Parent Self Serve; Renaissance Home Connect; One Call Now (Title I SW: 6) (Target Group: All)	Counselor(s), Principal	Every month	(S)Local Funds	Summative - Increase in parental involvement.  Parent/Community Involvement Rate  Parent Surveys  Parent Sign-In Sheets
2. Implement monitor/television program in Central Office and local businesses	Director of Technology	Every Week	(S)Local Funds	Summative - Increase parental communication

# FABENS ISD

**Goal 5.** Administer the schools and school district in a fiscally sound manner.

**Objective 1.** Increase grant proposals and awards based on the needs of the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Research and submit grant proposals to provide for enhanced, challenging curriculum and to supplement regular education and special programs. (TIA 13.10)	Directors, Superintendent(s)	Every semester		Summative - 2015-2016 Budget Increase in total grant awards

# FABENS ISD

**Goal 5.** Administer the schools and school district in a fiscally sound manner.

**Objective 2.** Budget within parameters approved by the board of trustees and in accordance with federal and state guidelines/compliance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Prioritize needs and coordinate the budget with these needs: (TIA 13.10) <ul style="list-style-type: none"> <li>o Fund programs within federal and state guidelines.               <ul style="list-style-type: none"> <li>o Federal and state compliance</li> </ul> </li> <li>o Maintain fund balance and increase when possible.               <ul style="list-style-type: none"> <li>o Budget reports to superintendent</li> <li>o Budget reports to board of trustees</li> <li>o Submit all business reports in a timely manner</li> </ul> </li> </ul> (Title I SW: 10)	Assistant Superintendent Finance, Directors, Superintendent(s)	Every month	(F)IDEA Special Education, (F)Migrant Grant, (F)Title I, (F)Title III Bilingual / ESL, (S)Local Funds	Summative - 2015-2016 Budget  Fund Balance  Annual Budget Report to Board of Trustees  Progress toward ESEA Qualified Staffing Goal



# FABENS ISD

**Goal 5.** Administer the schools and school district in a fiscally sound manner.

**Objective 3.** Maintain a competitive salary schedule and quality staff development to attract and retain highly qualified staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Offer a competitive salary schedule and quality staff development training to attract and retain highly qualified staff. (TIA 13.3, 13.4, 13.5); Salaries based on Regional and State comparisons; Salary increments (experience/degrees); Stipends; Recruitment; District support for non-certified personnel; Incentives/Retention Bonus	Superintendent(s)	Beginning of the school year	(S)Local Funds	Summative - 2015-2016 Budget  Annual Salary Schedule and Personnel record showing competitive salary schedule and all faculty are highly qualified