SPURGER ISD

# District Improvement Plan 2018/2019

*Empowering our students to become competent, productive citizens*

Date Reviewed: Date Approved:

SPURGER ISD

# Mission

*Spurger I.S.D. will empower its students to become competent, productive citizens who are able to succeed at their next level of endeavor and who pursue lifelong learning in a global society.*

*This will be accomplished by providing a balanced curriculum in an environment of hope conducive to learning, delivered by highly qualified staff with an uncompromising commitment to excellence.*

# Vision

*The Spurger Independent School District in partnership and collaboration with parents and the community will provide an integrated educational program of quality, equity, challenge, and innovation to every student.*

Nondiscrimination Notice

SPURGER 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.

# SPURGER ISD Site Base

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| **Name** | **Position** |
| Bible, Therese | Business Representative |
| Drake, April | Secondary Teacher |
| Franklin, Teresa | PEIMS Coordinator |
| Jones, Eva | Community Representative |
| Miller, Stefanie | Secondary Principal |
| Drake, Jason | Elementary Principal |
| Robinson, Arlene | Counselor |
| Shook, Michelle | Parent |
| Wright, Morgan | Superintendent |
| Dyson, Juanita | Elementary Teacher |

**Resources**

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| **Resource** | **Source** |
| Title I, Part A | Federal |
| Title II, Part A -TPTR | Federal |
| Title IV | Federal |
| Local Funds | Local |
| State Compensatory Education (SCE) | State |
| State CTE Block Grant | State |
| State Funding | State |
| State G/T Block Grant | State |
| State SpEd Block Grant | State |

**No Child Left Behind Performance Goals**

*(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 school year.)*

**Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.

**Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Goal 5.** All students will graduate from high school.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD stakeholders will be informed of reports, conferences, events, meetings, and programs impacting the campuses. Notification will be done through district website, social media, Remind, district calendar, PTO meetings, phone calls, and notes home to parents. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6,7) | Parent Volunteers, Principal, Teacher(s) | End of the year | (F)Title I, Part A | Summative - |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD conducts a variety of event and programs geared towards including parents and other stakeholders in their educational system. (i.e. open house/meet the teacher, parent/teacher conferences, assemblies, book fair, etc.) (Target Group: All) (CSFs: 1,5) | Parent Volunteers, Principal, Teacher(s) | Year around | (F)Title I, Part A, (F)Title II, Part A -TPTR | Summative - Increase activity participation by 10% |
| 2. Parents may request a conference at any time with the principal or their students classroom teacher as needed. (Title I SW: 1,6) (CSFs: 1) | Teacher(s) |  |  | Summative - |

organizations will increase.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. Parents and community members are invited to volunteer in a variety of settings at SISD, bring them into the everyday educational setting for the benefit of students. (i.e. speaking engagements, PTO, book fair, collecting box tops, etc.) (Title I SW: 6) (Target Group: All) (CSFs: 6) | Counselor, Parent Volunteers, Principal, School Nurse |  |  |  |
| 2. The PTO will coordinate sever events through the year to raise money for Spurger ISD (Target Group: All) | Parent Volunteers |  |  | Summative - |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. Students will show a 10% cumulative increase passing rates of all STAAR tested subjects. (Title I SW: 1) (Target Group: All, ECD, SPED) (Strategic Priorities: 4) (CSFs: 1) | Counselor, Principal, Student Services Coordinator, Superintendent(s), Teacher(s) |  |  | Summative - End of year STAAR results |
| 2. The Campus Support Team will evaluate and determine which intervention program or strategy needed by qualifying students. (Title I SW: 1) (Target Group: All, SPED) (CSFs: 1) | Principal, Special Ed Teachers, Student Services Coordinator, Teacher(s) |  | (F)Title I, Part A, (L)Local Funds | Summative - End of year STAAR test |
| 3. SISD will use the TEKS Resource System to help provide effective instructional strategies, activities,, and initiatives that increase the amount and quality of learning time, promoting accelerated instruction, and providing educational enrichment. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2) | Principal, Superintendent(s), Teacher(s) |  | (S)State Compensatory Education (SCE) | Summative - |
| 4. Early Intervention Program: A prekindergarten program will be available to all students meeting the State's criteria of being eligible for participation in the National Free and Reduced-priced school lunch program, LEP, child of an active duty member of military, homeless, or is a ward of the state. Those not meeting these requirement will be permitted based on class size. (Target Group: PRE K) (Strategic Priorities: 2) | Principal, Superintendent(s), Teacher(s) |  | (L)Local Funds | Summative - |
| 5. SISD uses performance data resulting from the basic skills assessment instruments and achievement tests to design and implement appropriate compensatory, intensive, accelerated instructional services for students that enable them to be preforming at grade level at the end of the next school year. (Title I SW: 1) (Target Group: All, ECD, SPED) (Strategic Priorities: 4) (CSFs: 1) | Core Subject Teachers, Principal, Special Ed Teachers, Student Services Coordinator | On-going | (F)Title I, Part A, (S)State Compensatory Education (SCE) | Summative - End of year STAAR results |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 6. Special Education services shall be provided to eligible students in accordance with all applicable federal/state laws, regulations, and statutes, along with rules of the SBOE and Commissioner of Education. (Target Group: SPED) (CSFs: 1) | Executive Director of Special Programs, Principal, Special Ed Teachers, Student Services Coordinator |  | (L)Local Funds | Summative - |
| 7. SISD offers an ESL program whose goal is to enable limited English proficient students to become competent in the comprehension, speaking , reading, and composition of the English language through integrated use of second language methods. (Target Group: ESL) | Principal, Student Services Coordinator, Teacher(s) |  | (L)Local Funds | Summative - |
| 8. SISD will provide for the treatment of any student determined to have dyslexia or a related disorder (Auditory interception, dysphasis, developmental spelling disability). (Target Group: Dys) | Dyslexia specialist, Teacher(s) |  | (L)Local Funds | Summative - |
| 9. Identify students that qualify under 504 based on a medical condition, either temporary or long-term, and develop a plan for each individual student to provide support for individual disabilities. (Target Group: All) | Principal, Student Services Coordinator | 18-19 |  | Summative - |
| 10. SISD has a process for identifying and serving G/T students who are defined that performs or have the potential to perform at a remarkably high level of accomplishment by exhibiting high performance capability in an intellectual, creative, or artistic area. (Target Group: GT) | Counselor, Principal, Student Services Coordinator, Teacher(s) | 18-19 | (L)Local Funds, (S)State G/T Block Grant | Summative - |

TPRI, Star Reading and Math, PSAT scores.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD provides related services to students to ensure that variables beyond their control (At-Risk) do not compromise academic performance or compel them to drop out of school. (Target Group: At Risk) | Counselor, Principal | 18-19 | (L)Local Funds | Summative - |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will provide parents and students with attendance requirement and consequences through the dissemination of the Student Handbook and Code of Conduct. Students will be encouraged to improve attendance by awards and recognition throughout the year. (Target Group: All) (Strategic Priorities: 4) (CSFs: 4) | Attendance Clerk, Principal, Teacher(s) | 18-19 | (L)Local Funds | Summative - |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will implement interventions to prevent dropouts beginning in PK and ending at graduation. Through these interventions, 100% of students will stay in school until graduation. (Target Group: All, At Risk) | Counselor, Principal, Teacher(s) | June 2019 |  | Summative - Have 100% graduation rate at the end of the year. |
| 2. SISD encourages and actively student participation in all academic and athletic competitions to ensure that students develop into goal-oriented and well-rounded individuals in the realm of education, athletic, non-athletic talents, social skills, and leadership. (Target Group: All) (CSFs: 6) | Counselor, Principal, Teacher(s) | 18-19 |  | Summative - |

who can understand and productively function in a free enterprise society, (TI A SW #10) [TEC §4.001(b)(5)]

**Objective 1.** All students develop life career goals and prepare for a successful life lone learning career path

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will assist students in monitoring and understanding their own career development in areas such as developing study skills, positive work habits, career awareness and opportunities, and development of appropriate, professional social behavior. (Target Group: All) | Counselor | 18-19 |  | Summative - |
| 2. SISD will provide high school students the opportunity to earn college credit through dual credit opportunities and select CTE courses. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3) | Counselor |  | (L)Local Funds, (S)State CTE Block Grant | Summative - |
| 3. SISD will offer CTE programs at the high school level in line with the state's CTE goal to ensure that each student will master the basic skills and knowledge necessary for managing the dual roles fo family member and wage earner by gaining skills that provides entry-level opportunities in high-skilled, high-income jobs. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3) | CTE Teachers |  | (L)Local Funds, (S)State CTE Block Grant | Summative - |

**Objective 1.** 100% of teachers will be certified in their field of assignment or is operating under a deficiency plan

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will provided training and mentor-ship to all new teachers and allow all staff members to attend any professional development training that is related to their job description. (Title I SW: 1,3,4) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7) | Business Manager, Principal, Superintendent(s), Teacher(s) | 18-19 | (F)Title I, Part A, (F)Title II, Part A -TPTR, (L)Local Funds | Summative - |
| 2. SISD will develop a process for recruiting and retaining staff members, including using ESC 5, Job Fairs, networking, and college career services. (Target Group: All) (Strategic Priorities: 1) | Principal, Superintendent(s) | Aug 2019 | (L)Local Funds | Summative - |

administration.

**Objective 1.** All teachers and instructional paraprofessionals will receive training on the use of technology, and how to integrate technology into the classrooms and lesson plans.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will use a combination of results to indicate the need to expand the use of technology including professional development and an increase in hardware and software. (Target Group: All) | Business Manager, Director of Technology, Superintendent(s) | 18-19 | (L)Local Funds | Summative - |
| 2. SISD will require all staff member and student to sign an acceptable use policy each year which includes the guidelines for usage of computers, network, and software. (Target Group: All) | Director of Technology | Sept 2018 | (L)Local Funds | Summative - |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will promote healthy behaviors and help students establish and practice healthy habits throughout their school years and beyond. (Target Group: All) | Counselor, School Nurse, Superintendent(s) | 18-19 | (L)Local Funds | Summative - |
| 2. SISD has established a School health Advisory Council to assist the district in ensuring that local community values are reflected in the health education instruction. (Target Group: All) | Principal, School Nurse, Superintendent(s) | 18-19 | (L)Local Funds | Summative - |
| 3. SISD recognizes the link between good health and student academic achievement, and encourages, promotes, and provides health services in order to provide environment conducive to healthful, living habits and to ensure that student's health-related needs are met. (Target Group: All) | School Nurse | 18-19 | (L)Local Funds | Summative - |
| 4. IN an effort to promote Safe Schools, SISD | Business Manager, Parent |  | (L)Local Funds | Summative - |
| will promote special initiatives and activities | Volunteers, Principal, School |  |  |
| that support the Safe School environment. | Nurse, Superintendent(s), |  |  |
| (Target Group: All) (CSFs: 6) | Teacher(s) |  |  |
| 5. SISD will maintain and update the Emergency Action Plan as new things emerge, providing training to staff, and executing drills. (Target Group: All) | Principal, School Nurse, Superintendent(s) |  | (L)Local Funds | Summative - School Safety Worksheet of the results of all drills. |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD students who have violated certain rules explained in the code of conduct will be place in DAEP through a shared service arrangement with Woodville ISD. (Target Group: All) | Principal | 18-19 |  | Summative - |
| 2. SISD will provide age-appropriate guidance curriculum focusing on self-esteem, character, emotional managements, academic motivation, decision-making and problem solving, communication skills, cultural sensitivity, and response behavior. (Target Group: All) | Counselor | 18-19 | (L)Local Funds | Summative - |

Implementation of classes will be evaluated along with current staffing and facilities to develop future course offerings that are feasible and of the greatest benefit to our students.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. Compile a report of required certification, equipment, facilities and other pertinent information about classes that will fit in the career pathways that will benefit our students. (Target Group: 9th, 10th, 11th, 12th, 8th) | Counselor, Principal, Superintendent(s) | Oct 2018 & Jan 2019 |  | Formative - Reports will be presented at the October and January Board meetings. |
| 2. SISD will provide opportunities for students in elementary and middle school for career awareness and exploration. (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th , 8th) | Counselor, Superintendent(s) | May 2019 |  | Formative - Report presented at the May board meeting. |

**Objective 1.** Increase student performance on STAAR passing rated by 10% from the 2017 scores in each subject area at the district level.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will perform data analysis from past student performance, instructional goals, and bench-marking to adjust instruction as needed. (Target Group: All) (Strategic Priorities: 4) | Principal, Student Services Coordinator, Superintendent(s) | 18-19 |  | Formative - Report progress monthly and a final percentage comparison after results are received. |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. SISD will maintain all minor issues by priority by using the developed work order system. | Business Manager, Director of Technology, Maintenance/Custodial , Superintendent(s) | 18-19 | (L)Local Funds | Formative - |
| 2. SISD will develop and update a plan to address major future repairs and renovations to be considered for the next 3 to 5 years. | Business Manager, Maintenance/Custodial , Superintendent(s) | Aug 2023 | (L)Local Funds | Formative - Administration will update the Long-Range Facilities Improvement Plan annually and it will be presented at the July meeting. A facility walk-through in the fall and again in the spring will be conducted with the Board.  Superintendent will report monthly to the Board documenting progress on projects. |
| 3. Buses will be evaluated in regard to wear and life expectancy annually. Budgetary consideration will be given to the purchase of new and refurbished vehicles as needed. (Target Group: All) | Business Manager, Maintenance/Custodial , Superintendent(s) | 18-19 | (L)Local Funds | Formative - Evaluation of the current condition of the transportation fleet at the November Board meeting, so that consideration can be made for the 2018-19 school year’s budget.  The current budget will be evaluated to determine if funds are available to address transportation fleet issues. |

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| No strategies defined. | | | | |

Conduct, 2-way communication opportunities and recognition of student and staff successes.

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| **Activity/Strategy** | **Person(s) Responsible** | **Timeline** | **Resources** | **Evaluation** |
| 1. Develop discipline program implemented at the elementary and high school campuses that ensures the enforcement of the Student Code of Conduct. (Target Group: All) | Principal | Sept 18 |  | Formative - Report to board in Sept meeting |
| 2. Give staff members (central office and/or campus) an opportunity to share ideas and network with each other and the superintendent. | Superintendent(s) | 18-19 |  | Formative - Quarterly report to the Board that includes dates of meetings |
| 3. Provide student and staff recognition opportunities and maintain successful discipline of students and staff (Target Group: All) | Principal, Superintendent(s), Teacher(s) | 18-19 |  | Formative - Monthly report of all recipients and discipline. |
| 4. SISD will conduct a climate survey twice in the 2018-19 school year and the results will be used to determine district strengths and areas that will be targeted for improvement. | Superintendent(s) | 18-19 |  | Formative - Reports to the board after each survey. |

# Comprehensive Needs Assessment