

Kermit I.S.D.

District Improvement Plan

2014-2015



KERMIT INDEPENDENT SCHOOL DISTRICT

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DISTRICT SITE-BASED DECISION MAKING COMMITTEE MEMBERS

ADMINISTRATION

Bill Boyd
Donna D. Price
Cecilia Hayes
Gayle Fuqua

Kermit Elementary

Roxane Greer – Principal
Sonia Gonzales – Assistant Principal
Danny Camp – Assistant Principal
* Carissa Venegas
*Linda McDaniel
*James Hedrick
*Judy Jennings
*Crystal Powell

KERMIT JUNIOR HIGH SCHOOL

Gabe Espino – Principal
Virginia Caballero – Assistant Principal
*Cameron Crane
*Gary Roark
*Roxana Espino

*Naomi Flores

KERMIT HIGH SCHOOL

Jim Fish – Principal
Rocky Ford – Assistant Principal
*Melissa DeHoyos
*Ashley Alderson (Hardin)
*Randall Anderson

BUSINESS REPRESENTATIVES

*Dorothy Parker
*Penny Valdez

COMMUNITY REPRESENTATIVES

*Bonnie Leck
*George Keely

PARENT REPRESENTATIVES

*Stacy Hefner
*Lana Williamson

* *denotes voting member*

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MISSION STATEMENT

THE MISSION OF KERMIT INDEPENDENT SCHOOL DISTRICT, IN PARTNERSHIP WITH THE COMMUNITY, IS TO PROVIDE A COMPREHENSIVE, CARING EDUCATIONAL EXPERIENCE FOR ALL CHILDREN. KERMIT INDEPENDENT SCHOOL DISTRICT CREATES A FULFILLED, SOCIALLY RESPONSIBLE, LIFELONG LEARNER BY NURTURING THE UNIQUE TALENTS OF EACH INDIVIDUAL AND PROMOTING A CULTURE OF RESPECT WHICH VALUES DIVERSITY. KERMIT INDEPENDENT SCHOOL DISTRICT REMAINS DRIVEN BY THE EXPECTATION THAT WE MAINTAIN THE HIGHEST SOCIAL AND EDUCATIONAL VALUES. NO CHILD WILL BE LEFT BEHIND BY STRIVING FOR EXCELLENCE TODAY WHILE PREPARING STUDENTS FOR SUCCESS IN A TECHNICAL WORLD TOMORROW.

DISTRICT GOALS

1. Promoting a safe, orderly learning environment.
2. The design and delivery of instruction that uses data to make instructional decisions in a professional learning community of educators which engages students through the modalities of technology.
3. Preparing students for career and college readiness.
4. Recruiting, developing, and retaining highly-qualified employees that are student-centered.
5. Provide prudent stewardship of district resources to best support student success, educational equity, and choice.

IMPROVEMENT PLAN GOALS

1. All Kermit I.S.D. campuses will continue to improve their state assessment scores in the areas of reading, writing, English language arts, mathematics, science, and social studies during the 2014-2015 school year.
2. Kermit I.S.D. will involve more teachers and parents in the decision-making process, in addition to increasing parental involvement in school activities.
3. Kermit I.S.D. will maintain the district's dropout rate of one percent or less while maintaining an attendance rate of 95% or greater.
4. Kermit I.S.D. will continue in a progressive, pro-active manner to integrate technology at all grade levels and campuses.
5. Kermit I.S.D. will enhance the implementation of a comprehensive program to address the needs of all students, including special populations, such as gifted/talented, bilingual/ESL, dyslexia, special education, at-risk, 504, and migrant.
6. Kermit I.S.D. will implement strategies to increase student awareness of healthy habits, and decrease drug abuse and violent/aggressive behavior to assure student wellness and safety for all students and employees on all campuses.
7. Kermit I.S.D. will provide high quality professional development opportunities for faculty and staff.

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GOAL 1: All Kermit ISD campuses will continue to improve their state mandated test scores in the areas of reading, writing, English language arts, mathematics, science, and social studies during the 2014-2015 school year.				
OBJECTIVE 1: All campuses will close the achievement gap between all student groups in the district so that the passing rate increases by at least 15%.				
INDICATOR: Reading/ELA: 58% Math: 55% Social Studies: 62% Writing: 58% Science: 65%				
Activities/Strategies	Funds and/or Resources	Person(s) Responsible	Implementation Time Line	Formative/Summative Evaluation
1. Provide training and direction for campus instructional leaders to support the implementation of the TEKS (Texas Essential Knowledge and Skills).	Local Funds Federal Title Funds SPED Funds	Superintendent, Curriculum Director, Sp. Ed. Director	August 2014 September 2014 October 2014	A greater understanding of the TEKS and the role of administrative leaders.
2. Provide direction, resources, and support for quality, consistent implementation of the TEKS.	Federal Title Funds Local Funds SPED Funds	Superintendent, Curriculum Director, Sp. Ed. Director	September 2014 October 2014	Improved student mastery of TEKS, as evidenced in district benchmarks and teacher-made assessments.
3. Utilize Instructional Materials Allotment and programs to the maximum extent appropriate for instruction. Additional support provided in core areas for students with special needs.	Local Funds	Campus Principals	August 2014- May 2015	Lesson plans will include state-adopted resources and TEKS-RS. 80% of all students passing state assessments.

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4. Utilize supplemental materials to enhance instruction in reading/language arts, math, science, writing, and social studies.	Federal Title Funds SPED Funds	Campus Principals, Teachers, Paraprofessionals	April 2015	Class schedules and lesson plans will show utilization of programs and/or materials.
5. Enhance the education of students by applying for and utilizing grant funds for academic success and college readiness.	Federal Title Funds SPED Funds Local Funds	Curriculum Director, Campus Principals, Instructional Coaches, Sp. Ed. Director	December 2014	Accelerated Instruction evaluation.
6. Disaggregate Assessment data to gather information for targeting areas of weakness.	Federal Title Funds Local Funds SPED Funds	Curriculum Director, Campus Principals, Instructional Coaches, Sp. Ed. Director	August 2014- September 2015	Target and highlight weakest objectives in each subject area assessment.
7. Implement horizontal alignment and vertical teaming in academic areas with use of TEKS Resource System.	Federal Title Funds Local Funds SPED Funds	Curriculum Director, Campus Principals, Instructional Coaches	August 2014- June 2015 October 2014- June 2015	Maintain log and minutes of meetings to promote curriculum alignment and collaboration of ideas.
8. Monitor and analyze district test data to adjust instruction.	Federal Title Funds Local Funds SPED Funds	Curriculum Director, Campus Principals, Instructional Coaches, Sp. Ed. Director	October 2014 As test results are available.	Results will be distributed to parents. Increase number of students mastering all tests to 80%.
9. Continue revitalization of the campus/district improvement planning process.	Federal Title Funds Local Funds SPED Funds	Superintendent, Curriculum Director, District and Campus Site-Based committees, Sp. Ed Director	October 2014 April 2014- August 2014	Increased understanding of how to build plans based on a comprehensive Needs Assessment, which focus staff on improving student achievement.

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<i>10. Monitor and ensure all purchased materials and/or instructional materials are based on scientifically based research.</i>	<i>Federal Title Funds Local Funds SPED Funds</i>	<i>Curriculum Director, Campus Principals, Sp. Ed. Director</i>	<i>June 2014- May 2015</i>	<i>Inventory of purchases will be maintained, documentation of scientifically-based research</i>
<i>11. Increased the number of KISD departmental personal dedicated to providing effective writing instruction.</i>	<i>Federal Title Funds Local Funds SPED Funds</i>	<i>Campus Principals, Teachers, Paraprofessionals</i>	<i>April 2014</i>	<i>Campus Master Schedule and/or bell schedules will reflect additional writing time/personnel.</i>
<i>12. Increase the total instructional time dedicated to the facilitation of writing proficiency.</i>	<i>Federal Title Funds Local Funds SPED Funds</i>	<i>Campus Principals, Teachers, Paraprofessionals</i>	<i>April 2014</i>	<i>Campus Master Schedule and/or bell schedules will reflect additional writing time/personnel.</i>
<i>13. Increase professional development and collaboration opportunities for ELA/reading teachers.</i>	<i>Federal Title Funds Local Funds SPED Funds</i>	<i>Curriculum Director, Campus Principals, Sp. Ed. Director</i>	<i>April 2014</i>	<i>Sign-in sheets and/or training certificates will reflect writing collaboration/PD.</i>

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GOAL 2: Kermit ISD will provide more opportunities for teachers and parents to participate in the decision-making process, in addition to increasing parental involvement opportunities in school activities.				
OBJECTIVE 1: Increase in participation of parents and teachers by 10%.				
INDICATOR: The number of parent involvement opportunities, at the district level, will increase.				
Activities/Strategies	Funds and/or Resources	Person(s) Responsible	Implementation Time Line	Formative/Summative Evaluation
1. Work in partnership with campus staffs to improve relations in levels of involvement among families, school staffs, businesses, and community representatives.	Local Funds	Superintendent, Campus Principals	August 2014- May 2015	Volunteers in the district/campus will increase by 10%.
2. Continue <u>Jacket Jabber</u> monthly to provide parents with information about upcoming events and district news. Increase circulation to community using print media, marquee, Internet, and phone system.	Local Funds Federal Title Funds	Superintendent, Secretary, Campus Principals	August 2014- May 2015	Jacket Jabber will be distributed to all students and staff.
3. Promote and sponsor PTO (Parent Teacher Organizations) and/or Booster meetings on each campus.	Local Funds	Campus Principals	August 2014- May 2015	Log of parents attending will be monitored.
4. Continue parental outreach programs to provide parents, teachers, and community with information: <ul style="list-style-type: none"> ➤ Special Education ➤ Bilingual/ ESL ➤ Gifted/Talented ➤ Dyslexia ➤ 504 ➤ Migrant ➤ Title I ➤ McKinny-Vento 	SPED Funds Local Funds Migrant Funds Federal Title Funds	Sp. Ed. Director, Curriculum Director	August 2014- May 2015	Log of parents attending sessions will be monitored.
5. Maintain copies of the parent, student, and teacher compact.	Federal Title Funds Local Funds	Campus Principals, Curriculum Director	August 2014	100% of all students compact on file.

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6. Organize, publicize, and utilize Open House and Parent Report Card .	Local Funds SPED Funds	Campus Principals, Sp. Ed. Director, Curriculum Director	October 2014 March 2015	Publicized notice
7. Organize campus parental involvement activities including but not limited to the following: <ul style="list-style-type: none"> ➤ Parent Conference Day ➤ Field Trips ➤ Red Ribbon Week ➤ Student College and Career Awareness Counseling ➤ Meet the Teacher Day/Night ➤ Budget Committee ➤ Transition Banquet 	Local Funds Federal Title Funds	Campus Principals, Counselors, Financial Aid, Parent Information	August 2014- May 2015	Sign-in sheets will be kept on file from each activity where applicable.
8. Organize, publicize, and implement GED and Adult ESL classes.	Odessa College(OC) Local Funds Federal Title Funds	Campus Principals, Migrant Coordinator, Student Support Coordinator	August 2014- May 2015	Log of participants will be kept on file. OC will track GED participation
9. Continue implementing the broadcasting program at high school and channel 4. Increase activities presented on the station.	Local Funds	Counselor, Broadcasting teacher, Campus Principal	August 2014- May 2015	Increase the number of students participating. Broadcast reports regularly.
10. Recognize Students <ul style="list-style-type: none"> ➤ Awards of excellence ➤ Rotary Student of the Month ➤ Campus Awards 	Local Funds	Campus Principals, Counselors	August 2014- May 2015	Log of students recognized
11. Review district and campus accountability performance in a public forum.	Local Funds Federal Title Funds	Curriculum Director	Fall Semester 2014	Meeting artifacts and agenda

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GOAL 3: Kermit ISD will maintain the district's dropout rate of one percent or less while maintaining an attendance rate of 95% or greater.				
OBJECTIVE 1: Activities that will encourage attendance and address the needs of at-risk students will be implemented.				
INDICATOR: Attendance rate: 95%				
Activities/Strategies	Funds and/or Resources	Person(s) Responsible	Implementation Time Line	Formative/Summative Evaluation
<i>1. Students will be recognized for certain personal milestones (i.e. birthdays), achievements, (i.e. grades, attendance, etc.), and Honors (i.e. Rotary student of the month, K-awards, etc.).</i>	<i>Local Funds</i>	<i>Campus Principals</i>	<i>August 2014-May 2015</i>	<i>75% of all students will be recognized with at least one award.</i>
<i>2. Tutorials will be offered for struggling students with success on curriculum standards, as well as in the four core academic areas.</i>	<i>Local Funds Federal Title Funds SPED Funds Title III</i>	<i>Campus Principals</i>	<i>August 2014-May 2015</i>	<i>Tutorial attendance will be monitored. 95% of all students needing tutorials will attend.</i>
<i>3. Enhance the career and technical courses and certificates available to students through HB 5 (i.e. nursing and health careers, cosmetology, etc.)</i>	<i>Local Funds Federal Title Funds SPED Funds</i>	<i>Campus Principal Counselors</i>	<i>Ongoing</i>	<i>The master schedule and endorsement plans will reflect additional course offerings.</i>
<i>4. Tutorials will be offered for struggling students with success on curriculum standards, as well as in the four core academic areas.</i>	<i>Local Funds Federal Title Funds SPED Funds Title III</i>	<i>Campus Principals</i>	<i>August 2014-May 2015</i>	<i>Tutorial attendance will be monitored. 95% of all students needing tutorials will attend.</i>

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<p>5. Encourage students to participate in community service organizations:</p> <ul style="list-style-type: none"> ➤ Rotary Interact ➤ 4-H ➤ Boy Scouts ➤ Girl Scouts ➤ Book-It ➤ Winkler County Greater Works 	Local Funds	Campus Principals	August 2014-May 2015	Monitor the number of students participating
<p>6. Improve student self-respect through character education courses and recognition of positive behavior.</p>	Local Funds Federal Title Funds	Teachers, Counselors	August 2014-May 2015	Student awards distributed. Reduce campus referrals by 10% or more.
<p>7. Clarify, edit, revise, and implement discipline strategy procedures on each campus.</p>	Federal Title Funds Local Funds	Campus Principals	August 2014-May 2015	Reduce campus discipline referrals by 30% or greater.
<p>8. Provide teachers with tools and training necessary to assist with instruction and classroom management.</p>	SPED Funds Federal Title Funds	Curriculum Director, Campus Principals, Sp. Ed. Director	August 2014-May 2015	Certificates for sessions attended will be kept on file. Reduce campus discipline referrals by 10% or greater.
<p>9. Attendance committee meetings will be held on each campus each six weeks.</p>	Local Funds	Campus Principals, Campus Nurses, Counselors, Truant Officer	September 2014-May 2015	Record of meeting, sign-in sheets
<p>10. Maintain a system to assist in addressing the needs of at-risk, 504, Dyslexia, LEP, and G/T Students</p>	SPED Funds Local Funds	Sp. Ed. Director, Superintendent, Curriculum Director	August 2014-May 2015	Employment record & completion of at-risk data
<p>11. Provide students with opportunities for self-paced credit recovery and tutorials.</p>	Federal Title Funds	Secondary Campus Administrators, Curriculum Director	September 2014-July 2015	Number of students receiving credit/remediation through program will decrease.

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GOAL 4: Kermit ISD will continue in a progressive, pro-active manner to integrate technology at all grade levels and campuses.				
OBJECTIVE 1: Kermit ISD students and staff will increase the use of technology in the classroom.				
INDICATOR: The number of students reporting that teachers regularly use technology for teaching in the classroom will increase from 66% to 76%.				
<i>Activities/Strategies</i>	<i>Funds and/or Resources</i>	<i>Person(s) Responsible</i>	<i>Implementation Time Line</i>	<i>Formative/Summative Evaluation</i>
<i>1. Provide technology training for teachers in areas of need with online, individualized training.</i>	<i>Federal Title Funds</i>	<i>Curriculum Director, Technology Coordinator</i>	<i>August 2014 – May 2015</i>	<i>95% of teachers will participate in at least one technology session.</i>
<i>2. The District Technology Committee will meet a minimum of 3 times per year.</i>	<i>Technology Funds</i>	<i>Technology Coordinator</i>	<i>September 2014- May 2015</i>	<i>Maintain sign-in sheets with 90% attendance.</i>
<i>3. Improve district technology with the purchase of additional hardware, to include Interactive white boards for instruction.</i>	<i>Federal Title Funds SPED Funds Local Funds</i>	<i>Technology Coordinator, Campus Principals</i>	<i>October 2014- July 2015</i>	<i>Inventory documentation will be updated and maintained.</i>
<i>4. Purchase additional software for classroom instructional use.</i>	<i>Federal Title Funds Local Funds</i>	<i>Campus Principals, Technology Coordinator, Curriculum Director</i>	<i>October 2014- May 2015</i>	<i>Increase district software usage by 15%.</i>
<i>5. Utilize mobile lab for instructional use.</i>	<i>Local Funds</i>	<i>High School and Elementary Principal</i>	<i>September 2014- May 2015</i>	<i>Maintain a log of use.</i>
<i>6. Purchase, utilize, and test students using online core academic content program.</i>	<i>Federal Title Funds, Local Funds, SPED Funds</i>	<i>Elementary Instructional Coach</i>	<i>August 2014- May 2015</i>	<i>Assessment results</i>

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GOAL 5: Kermit ISD will enhance the implementation of a comprehensive program to address the needs of all students, including special populations, such as gifted/talented, bilingual/ESL, dyslexia, special education, 504 and migrant.				
OBJECTIVE 1: All students will be identified and provided with an appropriate program.				
INDICATOR: Scores will increase 5-10% in core academic areas for all students, including those in specials programs.				
Activities/Strategies	Funds and/or Resources	Person(s) Responsible	Implementation Time Line	Formative/Summative Evaluation
<p>1. Provide professional development on identification and needs:</p> <ul style="list-style-type: none"> ➤ Gifted/Talented ➤ Bilingual/ ESL ➤ 504 ➤ Dyslexia ➤ Special Education ➤ CTE ➤ Migrant ➤ Homeless ➤ At-Risk 	<p>Federal Title Funds SPED Funds</p>	<p>Sp. Ed. Director, Curriculum Director</p>	<p>August 2014– February 2015</p>	<p>All students will be properly identified for the appropriate program.</p>
<p>2. Review and/or revise district policies and procedures regarding</p> <ul style="list-style-type: none"> ➤ Gifted/Talented ➤ Bilingual/ ESL ➤ 504 ➤ Dyslexia ➤ Special Education ➤ CTE ➤ Migrant 	<p>Federal Title Funds SPED Funds Local Funds</p>	<p>Sp. Ed. Director, Curriculum Director</p>	<p>August 2014 November 2015</p>	<p>Have a copy of each handbook and/or policies on file.</p>

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<p>3. Provide instruction specific to the instructional needs of special population students based on data disaggregation including the following:</p> <ul style="list-style-type: none"> ➤ Gifted/Talented ➤ Bilingual/ ESL ➤ 504 ➤ Dyslexia ➤ Special Education ➤ CTE ➤ Migrant ➤ Homeless ➤ At-Risk 	<p>Federal Title Funds SPED Funds Local Funds</p>	<p>Sp. Ed. Director, Curriculum Director</p>	<p>August 2014- May 2015</p>	<p>Attendance log of each session will be kept on file.</p>
<p>4. Provide Success Ed training for all staff with access.</p>	<p>SPED Funds</p>	<p>Sp. Ed. Director</p>	<p>August 2014 October 2015</p>	<p>Attendance log of training will be monitored. Decrease in the number of requests for assistance.</p>
<p>5. Conduct district-wide meetings related to special programs to ensure appropriate communication occurs about program goals and objectives.</p>	<p>Federal Title Funds SPED Funds Local Funds</p>	<p>Sp. Ed. Director, Curriculum Director</p>	<p>Minimum of 4 programs per year per August 2014- May 2015</p>	<p>Increased communication about programs. Attendance log and minutes from meetings will be kept on file.</p>
<p>6. Continue involvement of parents on committees relating to special programs.</p>	<p>Federal Title Funds SPED Funds Local Funds</p>	<p>Sp. Ed. Director, Curriculum Director, Migrant Coordinator</p>	<p>Minimum of 3 programs per year August 2014- May 2015</p>	<p>Increase communication about programs. Attendance log of meetings will be kept on file.</p>
<p>7. Parent notification letter of students in special programs.</p>	<p>Federal Title Funds Local Funds</p>	<p>Curriculum Director, Sp. Ed. Director</p>	<p>November 2014</p>	<p>Copies of letters will be kept on file</p>

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8. Parent needs assessment/surveys distributed for different programs.	Federal Title Funds Local Funds SPED Funds	Curriculum Director, Sp. Ed. Director	Once per year. August 2014- May 2015	Copies of letters will be kept on file. Data Reports
9. Provide interactive enrichment programs. Field trips for migrant students for cultural real world experiences.	Federal Title Funds	Migrant Coordinator	Throughout the year	Minutes or sign in logs
9. The Migrant Education Program (MEP) will focus on the following areas: migrant services coordinator, identification and recruitment, early childhood education, graduation enhancement, parental involvement, secondary credit accrual/exchange, New Generation System (NGS) for student records transfer.	Federal Title Funds Local Funds	Migrant Coordinator	Throughout the year	MEP action plan
10. MEP preschool program will include students aged 3-5; based on needs assessment, delivery may include home-based instruction using Stepping Stones Program.	Federal Title Funds Local Funds	Migrant Coordinator	Throughout the year	List of participating students and log of interaction

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GOAL 6: Kermit ISD will implement strategies to increase healthy habits and awareness and decrease drug abuse and violent/aggressive behavior to assure student/employee safety on all campuses.				
OBJECTIVE 1: Decrease the number of student discipline referrals and incidents of drug/alcohol abuse by 10%.				
INDICATOR: Discipline referrals per campus for school year 2013-2014 Kermit Elementary: 199 Kermit Junior High: 646 Kermit High School: 822				
<i>Activities/Strategies</i>	<i>Funds and/or Resources</i>	<i>Person(s) Responsible</i>	<i>Implementation Time Line</i>	<i>Formative/Summative Evaluation</i>
<i>1. Detection canine services will be used regularly to discourage the use of illegal drugs and alcohol.</i>	<i>Local Funds</i>	<i>HS/JH Principals</i>	<i>Ongoing</i>	<i>Decrease the number of detection incidents.</i>
<i>2. Publicize, organize, and encourage participation in Bullying Awareness/Red Ribbon Week activities.</i>	<i>Local Funds</i>	<i>Counselors, Campus Principals, High School Student Council Members</i>	<i>October 2014, Spring 2015</i>	<i>Increase the number of parents/students participating in the survey by 20%.</i>
<i>3. Publicize, organize and encourage participation in Bullying Awareness Week Activities and in Abstinence Program; Students, teachers and parents are encouraged to participate in activities.</i>	<i>Local Funds</i>	<i>Campus Principals, Counselors, Nurses</i>	<i>October 2014</i>	<i>Increase the number of students participating by 25%.</i>
<i>4. Maintain and create a campus/district environment that promotes positive self-esteem and encourages self-respect.</i>	<i>Local Funds Federal Title Funds</i>	<i>Campus Principals, Superintendent</i>	<i>August 2014- May 2015</i>	<i>Decrease student discipline referrals and ISS/AEP incidents by 30% or more.</i>
<i>5. All campuses will practice Fire Safety and Prevention and participate in fire and disaster drills. Fire Safety Presentation & fire truck rides</i>	<i>Local Funds Kermit Fire Dept. Volunteers</i>	<i>Campus Principals</i>	<i>October 2014 May 2015</i>	<i>Maintain a log of each drill to ensure practice.</i>

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6. CPR and First Aid training is available to additional staff, other than those required to complete the course.	Local Funds Federal Title Funds	Health Services Coordinator	August 2014- November 2015	A log of all certified personnel will be kept on file.
7. Random drug testing will be implemented for students in extracurricular activities as well as those who are allowed to park on campus.	Local Funds	Campus Principals, Safety Committee Members	August 2014- May 2015	Increase in campus safety.
8. Each campus will continue to have a Crisis Response Team and set up campus procedures for responding to varied levels of crises. [CPI training provided in support of the Texas Behavior Support Initiative (TBSI).]	Local Funds SPED Funds	Campus Principals, Crisis Team Members, Sp. Ed. Director	August 2014- May 2015	Log of meetings and minutes will be kept on file.
9. All campuses will implement the recommendations of the district SHAC as required by law.	Local Funds	Principals, SHAC, Health Services Coordinator	August 2014- May 2015	Programs in place; Campus Improvement Plan
10. The district safety committee will meet annually to review district emergency operating procedures (EOP).	Local Funds	District Safety Officer	August 2014 – May 2015	District EOP revised document, meeting artifacts such as sign-in sheets and agendas
11. The district will conduct safety audits every 3 years as required by law.	Local Funds	District Safety Officer	SY 2014 – 2015	Safety audit report generated by outside consultant
12. The district has established a plan for addressing sexual abuse and other maltreatment of children found under policy FFG (EXHIBIT).	Local Funds	Curriculum Director, School Board	August 2014	KISD Board Policy Online; Compliance Training, Employee handbook
13. The district will hire additional nursing staff to assist with the increased numbers of student health care needs.	Local Funds	Superintendent School Board	Fall 2014	New staff will be in place by fall of 2015.

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GOAL 7: Kermit ISD will provide high quality professional development opportunities for faculty and staff.				
OBJECTIVE 1: Professional development opportunities will be available for 100% of all employees.				
INDICATOR: All employees will obtain the required number of hours of professional development to meet the needs of each area of specialization.				
Activities/Strategies	Funds and/or Resources	Person(s) Responsible	Implementation Time Line	Formative/Summative Evaluation
1. Professional development opportunities for specific subject areas will be provided based on campus/district needs as reported in the district needs assessment. Specifically addressing the following areas: Reading, Writing, Science, social studies, and Math	Federal Title Funds SPED Funds Local Funds TEKS-RS	Curriculum Director, Principals	August 2014- June 2015	Maintain log of those attending professional development. Certificate of completion on file. Copy of the district needs assessment.
2. Implement district-wide horizontal alignment and creation of subject specific timelines. (TEKS-RS)	Federal Title Funds Local Funds TEKS-RS	Curriculum Director, Campus Principals	December 2014	Copies of timelines will be maintained on file.
3. Create a district vertical team for the following: ➤ Language Arts ➤ Math ➤ Science ➤ Social Studies/History ➤ TEKS-RS	Federal Title Funds Local Funds TEKS-RS	Curriculum Director, Campus Principals, Instructional Coaches	October 2014- June 2015	Attendance and minutes of vertical team meetings will be kept on file.

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<p>4. Provide technology training for all staff through online training, distance learning, and in personal platforms.</p>	<p>Local Funds Federal Title Funds</p>	<p>Curriculum Director, Technology Coordinator</p>	<p>August 2014 – May 2014</p>	<p>Certificates of attendance will be provided to all participants. Increase the number of activities completed by 10%.</p>
<p>5. District-wide professional development over general topics such as bullying, FERPA, discrimination, Sexual Harassment, instructional, and motivational strategies will be conducted.</p>	<p>Federal Title Funds SPED Funds Local Funds</p>	<p>Sp. Ed. Director, Curriculum Director</p>	<p>August 2013– May 2015</p>	<p>Certificates of attendance will be kept on file. Attendance log will be maintained.</p>
<p>6. Update campus/district administrators and campus coaches on the walk-through method and ensure administrators are completing walk-throughs as required.</p>	<p>Local Funds</p>	<p>Superintendent, Curriculum Director</p>	<p>October 2014- May 2015</p>	<p>Maintain a log of walk-through visits; minimum of 1 walkthrough per teacher per week.</p>
<p>7. Develop a highly qualified plan for the district and separate campuses identified to ensure all staff are highly qualified or reach highly-qualified status by the end of the school year.</p>	<p>Federal Title Funds Local Funds</p>	<p>Curriculum Director</p>	<p>August 2014- October 2015</p>	<p>Maintain a copy of the Highly-Qualified plan</p>
<p>8. Provide letters to the parents of those students being taught by non-highly qualified teachers.</p>	<p>Federal Title Funds Local Funds</p>	<p>Curriculum Director, Campus Principals</p>	<p>September 2014</p>	<p>Keep a file of letters mailed out to parents with a list of students by teacher.</p>

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2014 – 2015**

APPENDIX A
MIGRANT EDUCATION PROGRAM
2014 - 2015

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2014 – 2015**

APPENDIX B
COMPREHENSIVE NEEDS ASSESSMENT
2014 - 2015