

Liberty Hill Independent School District

District Improvement Plan

2016-2017 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



Mission Statement

The Mission of the Liberty Hill Independent School District is to develop successful, contributing, responsible citizens.

Motto

"Educating for the Future, One Student at a Time"

Board Goals

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Goals

Goal 1: Educators will be full partners with parents and the community in the education of their children.


Performance Objective 1: Emphasis will be on strengthening communication and parent/community involvement.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Maintain contact with parents through phone calls, email, and parent-teacher conferences. Utilize School Messenger to inform parents of school events, announcements, etc.	Principals	Principals' reports and parent feedback				
Funding Sources: Local Funds - 0.00						
2) Actively solicit parent and community members to serve on DEIC, CIC, Health Advisory, Title I Advisory, and other committees as appropriate.	Superintendent, Curriculum Staff	Handbooks, newspaper articles and announcements, webpages, minutes of DEIC, CIC, and advisory meetings				
Funding Sources: Local Funds - 0.00						
3) Provide parent education programs and actively encourage parents and community members to participate in school activities	Principals, Counselors Title 1 Parent Involvement Coordinator	Training materials, sign-in sheets, record of parent education programs				
Funding Sources: Local Funds - 0.00						
4) Strengthen volunteer programs on each campus and coordinate activities and functions with all volunteer organizations and booster clubs	Principals, Title 1 Parent Involvement Coordinator	Volunteer sign-in sheets, record of volunteer activity, PTO meetings, and projects				
Funding Sources: Local Funds - 0.00						
5) Provide specific information and support to parents of ESL, migrant, Title 1, dyslexia, and special education students, including training for parents in managing severe behaviors	ESL/Migrant Coordinator, Special Education Director, Special Programs Coord., Title 1 Parent Involvement Coordinator	Number and type of training opportunities, number of participants, participant feedback, disaggregated student achievement data/ behavior records				
Funding Sources: Local Funds - 0.00						

6) Encourage Title 1 parent involvement *Hold a Title 1 parent information night in each semester for both ES and BBE *Send home a Title 1 letter each six weeks *Hold Title 1 parent conferences *Send Parent Connection Newsletter home monthly with Title 1 students in English and Spanish	Special Programs Director, Title 1 Parent Involvement Coordinator	Number of participants, Parent Night agenda, sign-in sheets, copies of letters				
	Funding Sources: Local Funds - 0.00					
7) Hold a parent information night for parents of all dyslexic students and develop dyslexia webpage.	Dyslexia Coordinator, Special Education Director	Number of participants, agenda, sign-in sheets				
	Funding Sources: Local Funds - 0.00					
8) Continue to improve and publicize Title 1 Parent Resource Center at Bill Burden Elem. and Liberty Hill Elem.; maintain Title 1 Parent webpage with parent resource links	Dyslexia Coord., Special Education Director	List of resources, record of use				
	Funding Sources: Local Funds - 0.00					
9) Inform and involve parents of middle school and high school students in scheduling and degree/career planning, including information about TEXAS Grant, Teach for Texas, and other scholarships/aid. Direct them to the new TEA site www.TexasCollegeandCareer.org	Special Programs Director, Counselors, HS Special Programs Coord., Title 1 Parent Involvement Coordinator	Parent participation in Personal Graduation Plan development, applications for scholarships				
	Funding Sources: Local Funds - 0.00					
10) Provide staff development in identifying and helping homeless students and families for staff, including administration and campus office personnel	Homeless liaison	Record of staff development, yearly summary of activities, standardized test scores and grades				
	Funding Sources: Local Funds - 0.00					
11) Provide information, whenever possible, in the home language and ensure parents know how to access an interpreter. Establish procedures on each campus to insure important notices are translated.	Superintendent, Principals	Copies of information provided, procedures, parent responses				
	Funding Sources: Local Funds - 0.00					
12) Conduct home visits with Migrant and PreK/Head Start students.	Headstart/PreK Director, Principal, ESL/Migrant Coordinator	Parent/Teacher feedback, number of home visits				
	Funding Sources: Local Funds - 0.00					
13) Involve parents in the Partners in Reading (PIR) Program at Liberty Hill Elementary.	Campus Reading Coordinator, Principals	Record of volunteers trained, record of tutoring				
	Funding Sources: Local Funds - 0.00					
14) Provide Skyward Parent Access for Gradebook, Attendance, and Food Service.	PEIMS Coordinator, Superintendent Child Nutrition Director	Staff Implementation records, parent feedback				
	Funding Sources: Local Funds - 0.00					

15) Develop more opportunities at all levels for "Family Fun Nights" to keep parents involved.	Campus Principals	List of activities, parent feedback				
	Funding Sources: Local Funds - 0.00					
16) Develop methods to involve more parents of low socio-economic status, LEP, and At-Risk in school activities and decisions.	Asst. Supt. C&I, Special Programs Director, Principals	Meeting notes, parent feedback				
	Funding Sources: Local Funds - 0.00					
						

Goal 2: Students will be encouraged to meet their full educational potential.

Performance Objective 1: School Board approved District Performance Objectives are attached.

Evaluation Data Source(s) 1: Evaluation Results

Summative Evaluation 1:


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement the use of common assessments on all campuses, one at least every six weeks, to ensure consistency in teaching and gauge student mastery. Administer at least one benchmark test in preparation for STAAR tests.	Asst. Supt. C&I, Principals	Assessments administered and analyzed				
	Funding Sources: Local Funds - 0.00					
2) Identify At-Risk students, according to state guidelines and provide research-based, accelerated instruction (See attached State Compensatory Education Plan).	Curriculum Staff, Principals, Counselors	Report cards, state mandated assessments, drop out rates, credit accrual				
	Funding Sources: State Comp Ed - 0.00					
3) Provide additional help for at-risk students through 1. Inclusion 2. Gradpoint for credit recovery and tutoring at the HS during the school day and extended day and year; 3. Reading Intervention/Dyslexia Services 4. Partners in Reading (LHES) 5. High School mentors 6. Accelerated Reading/Math Instruction 7.My Reading Coach (instructional software) 8. Facts in a Flash, Waterford, and Accelerated Math, SuccessMaker	Asst. Supt. C&I, Principals	Benchmark results, grades, special populations spreadsheets, state assessments				
	Funding Sources: Local Funds - 0.00, State Comp Ed - 0.00, Title I, Part A - 0.00					
4) Coordinate federal and state program efforts to enhance student achievement.	Curriculum Staff, Principals	Grades, local and state assessments				
	Funding Sources: Local Funds - 0.00					

<p>5) Response to Intervention: The 3-Tier Learning Model</p> <ol style="list-style-type: none"> 1. Administer a universal screener for reading and math with all students K-6 and students who meet criteria in (7-12) 2. Screen students three times a year 3. Refer struggling students to the RTI committee 4. Provide appropriate Tier 1, Tier 2, and Tier 3 interventions 5. Document interventions and track success 6. Identify and assess students who continue to struggle in Tier 2 interventions for possible Tier 3 intervention (incl. Section 504 or Special Education) 7. Develop and implement curriculum-based performance monitoring (at 5 concept intervals in K-12 Language Enrichment, Basic Language Skills, and Multisensory Reading and Spelling programs) 8. Implement progress monitoring checks. 	<p>Special Programs Director, Special Education Director, Principals</p>	<p>Documentation of screenings, interventions, students served, student performance</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>6) Expand Tier I, Tier II, Tier III interventions at each campus and train staff.</p>	<p>Special Programs Director, Special Education Director, Principals</p>	<p>Local and state assessments, data on sped referrals</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>7) Train staff in Response to Intervention (differentiation) strategies to be used as Tier 1 classroom interventions to ensure a differentiated learning environment in each classroom.</p>	<p>Asst. Supt. C&I, Special Programs Director, Principals</p>	<p>Training records, local and state assessments</p>				
<p>Funding Sources: Local Funds - 0.00, Title II, Part A - 0.00</p>						
<p>8) Train Staff in strategies/English Language Proficiency Standards (ELPS) commensurate with proficiency levels for LEP students</p>	<p>District ESL Coordinator</p>	<p>Training records, local and state assessments -- TELPAS and PBM</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>9) Utilize systematic, scientifically-based intervention programs for students struggling academically or behaviorally (RTI).</p>	<p>Asst. Supt. C&I, Special Programs Director, Principals</p>	<p>Program records, local and state assessments</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>10) Utilize team meetings, RTI meetings, and Round Tables to plan for individual students and to promote instructional planning</p>	<p>Principals, Team Leaders</p>	<p>Report cards, teacher feedback, meeting notes, local and state assessments</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>11) Provide behavioral support</p> <ol style="list-style-type: none"> 1. to help students with behavior problems at Tier 2 and Tier 3, and work with classroom teachers to develop a coordinated plan for identified students. 2. with a contracted SpEd behavior specialist to help with SpEd behavior issues at all campuses. 	<p>Superintendent, Special Ed. Director, Principals</p>	<p>Discipline reports, student sign-in sheets, behavior intervention plans, PEIMS 425 Record, teacher evaluations of program</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>12) Increase the use of manipulatives, graphing calculators, hands-on and small group activities in math classes through training and providing materials.</p>	<p>Curriculum Staff, Principals, Team Leaders</p>	<p>Grades, parent feedback, team recommendations, spreadsheets of special populations' achievement</p>				
<p>Funding Sources: Local Funds - 0.00</p>						

<p>13) Utilize software to provide diagnostic/prescriptive help for students.</p>	<p>Asst. Supt. C&I, Special Programs Director, Instructional Tech Director, Principals</p>	<p>Program records, student grades/progress, state and local assessment</p>				
<p>Funding Sources: Local Funds - 0.00</p>						
<p>14) Emphasize reading improvement K - 12 and content-area reading, including:</p> <ol style="list-style-type: none"> 1. Provide additional help through Reading Intervention teachers and highly qualified paraprofessionals to provide support through small group instruction, inclusion, and modeling for staff (K-12). 2. Utilize Reading Intervention teachers, Curriculum Director, and the District Dyslexia Coordinator to coordinate the regular and special education reading programs and supplemental services. 3. Provide appropriate reading, literature, and reference materials. 4. Enlist parent and community volunteers to help encourage reading at the elementary level (such as Partners in Reading). 5. Use Project Read Phonology, Focus, Language Enrichment and Basic Language Skills at the elementary level. Also implement Leveled Literacy at BBE. 6. Provide Neuhaus Multisensory Reading and Spelling and My Reading Coach at the IS, JrH and HS 7. Utilize Lexia software on all campuses, and Read Naturally (BBE, IS, JrH) 8. Emphasize vocabulary (academic and content-specific) in all areas. 9. Provide training in research-based reading interventions for teachers and aides 10. Utilize reading intervention teachers to model lessons and train staff 11. Investigate and include SIMS techniques and strategies to assist students in content-area reading 12. Utilize statewide training in literacy 13. Focus on vocabulary development (Greek and Latin Roots) 	<p>Asst. Supt. C&I, Special Programs Director, Principals</p>	<p>STAR reports, at-home reading logs, list of students served, progress monitoring, local and state assessments</p>				
<p>Funding Sources: Title I, Part A - 0.00, Local Funds - 0.00</p>						
<p>15) Provide for the needs of dyslexic students:</p> <ol style="list-style-type: none"> 1. Follow guidelines in the District Dyslexia Handbook, the 2010 State Dyslexia Handbook, and the Revised District 504 Handbook. 2. Provide Reading Intervention help using Neuhaus, and other Orton/Gillingham strategies 3. Coordinate efforts with 504, Title 1, At-risk, and Accelerated Reading and Math 4. Utilize Lexia, My Reading Coach, Read Naturally, and other software. 5. Schedule district dyslexia meetings (DEAR) to review test data and identify students meeting the criteria for dyslexia. 	<p>Asst. Supt. C&I, Special Education Director, Dyslexia Coordinator</p>	<p>Number identified, test scores, modification booklets, dyslexia plan, reading assessments, parent feedback, local and state assessments</p>				
<p>Funding Sources: Local Funds - 0.00, San Marcos Civic Foundation Grant - 0.00</p>						

16) Identify students who are struggling in math and provide appropriate interventions: 1. Tier 1 interventions 2. Supplemental classes 3. Math intervention groups (Tier 2).	Special Programs Director, Principals	Math screeners, benchmarks, grades, state and other standardized testing				
	Funding Sources: Title I, Part A - 0.00, State Comp Ed - 0.00, Local Funds - 0.00					
17) Utilize Waterford, Accelerated Math, Math Facts in a Flash, SuccessMaker and other programs for Math Intervention.	Special Programs Director, Principals	Program reports, math grades and test scores				
	Funding Sources: Local Funds - 0.00					
18) Ensure that a series of documented interventions/supports (including language acquisition techniques) have been implemented before special education referrals are made. Follow Language Acquisition Flow Chart for ELLS.	Special Education Director, Principals, ESL Coordinator	Intervention lists, student team notes, documentation of interventions, number of referrals				
	Funding Sources: Local Funds - 0.00					
19) Use the Woodcock and Woodcock Munoz to establish achievement in Spanish and English and contract with a Bilingual Assessment Specialist when appropriate.	Special Education Director	Testing reports				
	Funding Sources: State SpEd - 0.00, Local Funds - 0.00					
20) Fund Elementary speech teachers in a way that allows them to provide Early Intervening Services.	Special Education Director, Principals	Speech teacher schedules, number of Special Education referrals, language assessments				
	Funding Sources: State SpEd - 0.00					
21) Provide support in reading for sped students 1. Encourage district special ed staff to train in research-based programs. 2. Coordinate training to provide appropriate aligned instruction for special students with reading problems 3. Train K-4 special education staff to fully implement Reading Readiness and Language Enrichment programs as well as district spelling curriculum 4. Train 5th-12th special ed. staff to fully implement Neuhaus Multisensory Reading and Spelling 5. Coordinate training and support for SpEd staff (Sped & Curric directors) 6. Encourage special education staff to attend the State Reading Academies and other applicable trainings including STAAR training 7. Align special education spelling with the district spelling curriculum at the appropriate levels 8. Revise district spelling list to a shortened, accommodated list for struggling spellers 9. Train K-4 sped staff (teachers and paras) on Structure of Language, Fluency, and Comprehension through Neuhaus courses 10. Continue to expand REWARDS. 11. Investigate other research-based reading programs and strategies.	Special Education Director, District Dyslexia Coordinator	Record of training, copy of spelling curriculum, state and local student assessment results				
	Funding Sources: San Marcos Civic Foundation Grant - 0.00, Local Funds - 0.00					
22) Provide Read Write Google software to help special education students, dyslexic students, and other struggling readers and writers with both reading and writing.	Asst. Supt. C&I, Special Education Director	Program records, state and local assessment results				
	Funding Sources: Local Funds - 0.00					

23) Provide locally developed common assessments and implement locally chosen curriculum: TRS (formerly CSCOPE) and STARS for PPCD and Life Skills classes	Special Education Director	Checklists, STAAR ALT results				
	Funding Sources: Local Funds - 0.00					
24) Improve identification procedures for Gifted and Talented students.	Special Programs Director, District GT Coord.	Revised GT Handbook, GT performance data disaggregated by subgroups				
	Funding Sources: Local Funds - 0.00					
25) Work with Austin Community College to offer dual credit courses during the school day and in the evenings.	Special Programs Director, High School Principal, Campus Special Programs Coord.	Enrollment figures, attendance, student transcripts, grade sheets				
	Funding Sources: Local Funds - 0.00					
26) Implement strategies for working with diverse populations and eliminating gender bias and for increasing enrollment of historically under-represented students in advanced classes	Special Programs Director, High School Principal, High School Special Programs Coord.	Participation lists, grades				
	Funding Sources: Local Funds - 0.00					
27) Provide additional help for ELL (to become proficient in English) and migrant students to obtain mastery of the grade-level TEKS 1. ESL/Migrant Coordinator 2. ESL trained staff 3. ESL and Migrant aides 4. Rosetta Stone.	District ESL Coord., Principals	Identified students, services provided, grades, state test scores, TELPAS and Performance Based Monitoring				
	Funding Sources: State ESL - 0.00, State Comp Ed - 0.00, Title I, Part C Migrant - 0.00					
28) Provide a LEP summer school for students entering Kindergarten or First Grade and provide tuition-free summer school for migrant students and English Language Learners.	Asst. Supt. C&I, District ESL Coord.	Student attendance records, OLPT, benchmarks, TPRI, TELPAS and PBM				
	Funding Sources: Local Funds - 0.00					
29) Join ESC 13 Bilingual/ESL SSA to utilize Title III funds for teacher and aide training and materials.	Superintendent, Special Programs Director	Record of trainings and materials purchased				
	Funding Sources: Title III, Part A LEP - 0.00					
30) Track ESL, Migrant, and Dyslexia student progress on a spreadsheet (incl. six weeks grade check, credits, local benchmarks, and state assessment) Special Education case managers will track information for special education students each six weeks.	Special Programs Director, District ESL Coord., Special Education Director	Grades, local benchmarks, and state assessments, progress monitoring instruments, credits, TELPAS and Performance Based Monitoring				
	Funding Sources: Local Funds - 0.00					
31) Provide as low a teacher to pupil ratio as possible to maximize individualized instruction --K-4, 22 or fewer to 1 --PE classes, 45 or fewer to 1 --Goal for all classes is to be below state average.	Asst. Supt. C&I, Special Programs Director, Principals	Ratio reports, Student achievement on grades and benchmarks				
	Funding Sources: Title II, Part A - 0.00					

32) Implement campus-to-campus transition plans and procedures for all special programs to ensure the efficient flow of information needed for program planning; establish clear communication from one teacher to the next, and one campus to the next.	Special Education Director, Special Programs Director, District ESL Coordinator	Transition plans, teacher feedback				
Funding Sources: Local Funds - 0.00						
33) Utilize distance learning for staff	Asst. Supt, Instructional Technology Director	ESC Region XIII (Distant Learning Equipment)				
Funding Sources: Local Funds - 0.00						
34) Investigate increasing the selection of electives available for students.	Asst. Supt. C&I, Principals	Classes offered, participation rates, number of personnel				
Funding Sources: Local Funds - 0.00						
35) Provide academic support and instruction to increase the number of students completing Endorsements and the Distinguished Level of Achievement.	Principals and counselors	Interventions and classes offered, number of students completing program				
Funding Sources: Local Funds - 0.00						
36) Increase the number of students who enroll and succeed in Advanced Placement courses and dual credit courses.	Principals and counselors	Participation numbers and test results				
Funding Sources: Local Funds - 0.00						
37) Provide an advanced math program beginning at 6th grade to prepare capable students to take Algebra 1 in 8th grade.	Asst. Supt. C&I, Principals	Number of students in advanced classes, grades, state and other standardized testing				
Funding Sources: Local Funds - 0.00						
38) Conduct alignment meetings between grade levels and campuses and develop methods for clear communication to next grade level.	Asst. Supt. C&I, Principals	Meeting records, participant feedback				
Funding Sources: Local Funds - 0.00						
39) Provide quality resources for creating campus common assessments.	Asst. Supt. C&I, Principals	Teacher feedback, student results				
Funding Sources: Local Funds - 0.00						
40) Develop entrance and exit criteria for intervention services at all levels (RtI guidelines)	Special Programs Director, principals	Meeting notes and agendas				
Funding Sources: Local Funds - 0.00						
41) Create a staff development plan to address vertical articulation.	Asst. Supt. C&I, Principals	Meeting reports, plan				
Funding Sources: Local Funds - 0.00						
42) Facilitate common planning times to address student and content needs.	Asst. Supt. C&I, Principals	Schedules, teacher feedback				
Funding Sources: Local Funds - 0.00						
						






Goal 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Attain/Maintain the District dropout rate of 0% for all students in each student group.

Evaluation Data Source(s) 1: Zero percent dropouts reported on Texas Academic Performance Reports.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Campuses will aggressively track non-attending students.	Principals	Attendance records, truancy filings, PEIMS reports				
Funding Sources: Local Funds - 0.00						
2) Provide tobacco, drug, and alcohol prevention programs and character education and social skills programs.	Principals, counselors	Program records, participation rates				
Funding Sources: Local Funds - 0.00						
3) Seek funding for evening adult and student ESL.	Asst. Supt. C&I, District ESL Coord.	Funding records, program implementation records				
Funding Sources: Local Funds - 0.00						
4) Provide technology in the classroom to engage learners and train teachers in 21st Century Skills.	Instructional Technology Director, Principals	Record of purchases, inventories, lesson plans, administrative walk-throughs				
Funding Sources: Local Funds - 0.00						
5) Train teachers in active learning and technology use.	Asst. Supt. C&I, Instructional Technology Director	Staff training record, teacher input				
Funding Sources: Local Funds - 0.00						
6) Provide career awareness training in grades K-12 and aid students in career planning through presentations to classes by parents/community members.	Asst. Supt. C&I, principals	Presentation reports, student feedback, lesson plans				
Funding Sources: Local Funds - 0.00						
7) Increase total number of professional certifications earned by CTE students.	Special Programs Director, High School Special Programs Coord.	Certification reports, classes offered, participation reports				
Funding Sources: Perkins Federal - 0.00, Local Funds - 0.00						
8) Implement mentoring programs on all campuses.	Asst. Supt. C&I, Principals	Master schedule, mentors trained, mentor and student reports				
Funding Sources: Local Funds - 0.00						

9) Adopt a philosophy of reteaching and reteasing aligned with the spirit of "Whatever it takes" and "Failure is not an Option."	Asst. Supt. C&I, Principals	Training agendas, philosophy statement				
	Funding Sources: Local Funds - 0.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						


Goal 4: A well-balanced and appropriate curriculum will be provided to all students. Students will be taught language arts, mathematics, science, social studies, fine arts, health, physical education, and technological literacy. Emphasis will be on developing critical thinking skills, problem solving strategies, and a lifelong love of learning.

Performance Objective 1: School Board approved District Performance Objectives are attached.

Evaluation Data Source(s) 1: Evaluation Results

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Offer rigorous, TEKS-aligned core curriculum (TRS, formerly CSCOPE) that will prepare students for STAAR and higher education.	Asst. Supt. C&I, Principals	Benchmark results, Curriculum documents, Course Outlines and/or Synopsis				
Funding Sources: Local Funds - 0.00						
2) Train staff and Implement the English Language Proficiency Standards and the Career and College Readiness Standards.	Special Programs Director, District ESL Coord.	Record of trainings, classroom observations				
Funding Sources: Local Funds - 0.00						
3) Schedule meetings for curriculum planning and vertical planning.	Asst. Supt. C&I, Principals	Schedule of meetings and resulting documents				
Funding Sources: Local Funds - 0.00						
4) Review and refine benchmarks and common assessments in the four core areas to align with the curriculum.	Asst. Supt. C&I, Principals	Benchmarks created, record of implementation, student outcomes				
Funding Sources: Local Funds - 0.00						
5) Utilize test databases in Eduphoria for benchmarking.	Asst. Supt. C&I, Principals	Benchmarks created, record of implementation				
Funding Sources: Local Funds - 0.00						
6) Evaluate course offerings and sequences in high school to develop effective Graduation Programs that encourage students to earn an Endorsement and pursue Distinguished status upon graduating.	Asst. Supt. C&I, Special Programs Director, Principals	Course catalog, student schedules, students completing Recognized/Distinguished program				
Funding Sources: Local Funds - 0.00						
7) Continue to align health and P.E. curriculum emphasizing choices for healthful living with the help of the School Health Advisory Council. Continue to implement a Coordinated Health Education Program K-8. Require 0.5 credits of Health Ed. as a local requirement.	Asst. Supt. C&I, Principals	Meeting notes, adopted materials, implementation notes, program evaluation				
Funding Sources: Local Funds - 0.00						
8) Offer strong enrichment courses with vertical sequences for students to pursue special areas of talent/interest.	Asst. Supt. C&I, Principals	Course offerings, teacher-student-parent feedback, grades and credits earned				
Funding Sources: Local Funds - 0.00						

9) Expand vocational education courses, including job training for special education and regular education students; continue implementing the Health Science program and consider a Law Enforcement program.	Asst. Supt. C&I, Special Programs Director, High School Special Programs Coord.	Enrollment in classes, job coach's reports, student-teacher-parent feedback, innovative course applications, grades and credits earned				
Funding Sources: State SpEd - 0.00, Local Funds - 0.00						
10) Maintain vertical sequence of novels used in English language arts classes.	Asst. Supt. C&I, Principals	Alignment documents, lists of novels				
Funding Sources: Local Funds - 0.00						
11) Update vertical sequence of spelling patterns and rules K-8 to align with scientific spelling and the ELA TEKS.	Asst. Supt. C&I, District Dyslexia Coord.	Aligned documents, spelling lists				
Funding Sources: Local Funds - 0.00						
12) Train teachers to incorporate cooperative learning, higher order thinking skills, problem solving, and active, hands-on learning to meet the learning styles and needs of students.	Asst. Supt. C&I, Principals	Training records, lesson plans, administrative walk-throughs				
Funding Sources: Local Funds - 0.00						
13) Provide culturally and linguistically diverse reading materials and appropriate reference materials.	Principals, librarians	Teacher and student feedback				
Funding Sources: Local Funds - 0.00						
14) Provide Job Skill classes at the High School (VAC).	Special Education Director, Principal	Schedules, class enrollment, work projects reports. teacher and employer feedback				
Funding Sources: State SpEd - 0.00						
15) Develop and implement a vertically aligned Life Skills curriculum.	Special Education Director, Principals	Training records, curriculum documents, teacher feedback				
Funding Sources: State SpEd - 0.00						
						


Goal 5: Qualified and highly effective personnel will be recruited, developed, and retained so that all students are taught by highly qualified teachers.

Performance Objective 1: All students will be taught by highly qualified/state certified teachers.

Evaluation Data Source(s) 1: Teacher certification and teaching assignments.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize Frontline personnel services and LHISD website to recruit highly qualified personnel. Utilize School Recruiter/Talent Ed for a more efficient system for job posting, applications, and hiring.	Human Resources Director, Principals	Teacher hire list, feedback				
Funding Sources: Local Funds - 0.00						
2) Provide mentors and induction training for new teachers and administrators. Investigate budgeting for mentor stipends.	Asst. Supt. C&I, Principals	Mentor assignments, participant feedback				
Funding Sources: Local Funds - 0.00						
3) Provide appropriate job-related training for paraprofessionals and other support personnel.	Asst. Supt. C&I, Principals	Training records, evaluations, feedback				
Funding Sources: Local Funds - 0.00						
4) Provide support and training for Title I and Special Education paraprofessionals and others, as appropriate. (Reading interventions, SAMA, TSBI, CPR, and training specific to assignment).	Asst. Supt. C&I, Special Programs Director, Special Education Director	Training records, documentation				
Funding Sources: Local Funds - 0.00, State SpEd - 0.00						
5) Provide opportunities and encourage teachers and principals to seek additional training in meeting the needs of special populations including SPED, GT, ESL, Migrant, dyslexic, homeless students and children of poverty.	Asst. Supt. C&I, Special Programs Director, District ESL Coord., Principals	Training records, documentation				
Funding Sources: Local Funds - 0.00, State SpEd - 0.00, San Marcos Civic Foundation Grant - 0.00						
6) Continue and investigate new ways to recognize teachers and publicize outstanding accomplishments.	Superintendent, Asst. Supt. C&I, Principals	Review communications with teachers, parents, and the community				
Funding Sources: Local Funds - 0.00						
7) Utilize the SHAC Staff Wellness Committee to find ways to provide staff with support for a healthy life style.	Asst. Supt. C&I, Principals	SHAC Notes, activity lists, feedback				
Funding Sources: Local Funds - 0.00						


8) Develop methods to recruit minority staff that reflects student demographics.	Human Resources Director	Tracking staff race/ethnicity compared to student race/ethnicity				
	Funding Sources: Local Funds - 0.00					
9) Implement MyLearningPlan for TTESS planning and documentation.	Human Resources Director, Principals	Goal and Evaluation documentation				
	Funding Sources: Local Funds - 0.00					
10) Revisit past staff development activities and ensure training for new staff.	Asst. Supt. C&I, Special Programs Director, Principals	Training records, feedback				
	Funding Sources: Local Funds - 0.00, Title II, Part A - 0.00					
11) Train teachers to utilize the staff development and networking options of Edivate.	Asst. Supt. C&I, Special Programs Director	Training records, feedback				
	Funding Sources: Local Funds - 0.00					
						

Goal 6: Students will demonstrate exemplary performance in comparison to state standards.

Performance Objective 1: All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics, as evidenced by the scores on the state assessments. (ESEA Performance Goal 1)

Evaluation Data Source(s) 1: Performance on State Assessments

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Align district curriculum and TRS (formerly CSCOPE) and continue aligning STAAR with Common Assessments and one district benchmark.	Asst. Supt. C&I, Principals	Benchmark reports, local and state assessments, feedback				
Funding Sources: Local Funds - 0.00						
2) Follow teaching timelines and TRS (formerly CSCOPE) in all core classes.	Asst. Supt. C&I, Principals	Local and state assessment, teacher feedback				
Funding Sources: Local Funds - 0.00						
3) Provide opportunities for developing writing and reading in all content areas. Stress the development of vocabulary.	Asst. Supt C&I, Principals	Local and state writing assessments, lesson plans, student products				
Funding Sources: Local Funds - 0.00						
4) Provide a strong reading foundation PK-12 that incorporates the 12 components of a successful reading program.	Asst. Supt. C&I, Special Programs Director	Reading assessments (readiness tests, TPRI, STAR, CTOPP, GORT, local benchmarks, Lexia assessment, Headsprout, Read Naturally, and Curriculum-based progress monitoring)				
Funding Sources: Local Funds - 0.00						
5) Track progress on TELPAS, and TOP and use results for individual student interventions and program planning for ELLs.	Asst. Supt. C&I, Special Programs Director, District ESL Coord.	Changes in RPTE levels, ESL spreadsheets				
Funding Sources: Local Funds - 0.00						
6) Provide opportunities for ELL and migrant students to attend summer school and provide Building Bridges for preschool migrant students.	Asst. Supt. C&I, Special Programs Director, District ESL Coord.	Parent-teacher feedback, student progress. local and state assessments				
Funding Sources: State ESL - 0.00						
7) Continue using Read Naturally grades 2-8 for struggling readers with disabilities who need help with fluency and comprehension.	Asst. Supt. C&I, Special Education Director	Read Naturally graphs of timings, STEEP and TMSFI probes, RN timings				
Funding Sources: State SpEd - 0.00						
						


Goal 7: School campuses will maintain a safe, healthy, disciplined, drug-free, caring environment conducive to student learning.

Performance Objective 1: To support comprehensive drug use prevention and violence prevention programs (K-12) that: 1) prevent violence in and around schools 2.) prevent the illegal use of alcohol, tobacco, and drugs 3.) involve parents and communities 4.) coordinate with fed, state, and community efforts to provide safe and drug-free schools and communities.

Evaluation Data Source(s) 1: Discipline Records, Parent and Student Feedback on Perceptions of Safety, Improved Attendance

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Review Student Code of Conduct and revise for continuity, consistency and legal compliance and train principals in Chapter 37. Develop a district Student Handbook with campus appendices.	Superintendent, Principals	Discipline reports, PEIMS 425 Record				
Funding Sources: Local Funds - 0.00						
2) Use surveys and other data sources to analyze alcohol, tobacco, and drug use, bullying, and violence in the schools and implement an appropriate plan to reduce risky behavior and improve school climate.	Asst. Supt. C&I, Principals	Survey results, discipline reports, student participation/feedback from prevention programs, evaluations				
Funding Sources: Local Funds - 0.00						
3) Provide training for students and staff in character education and social skills, including refusal skills and procedures for reporting harassing or threatening behavior and bullying.	Principals, counselors	Training records, materials purchased, lesson plans, teacher and student feedback				
Funding Sources: Local Funds - 0.00						
4) Review Emergency Operation Plan and procedural manual and revise if needed. Train staff in procedures.	Asst. Supt.	Updated manual, training records				
Funding Sources: Local Funds - 0.00						
5) Work with local police and fire departments to establish procedures to ensure a safe environment and to prevent problems.	Asst. Supt.	Updated manual, meeting notes				
Funding Sources: Local Funds - 0.00						
6) Work with Region XIII and Central Texas Safety Consortium to ensure compliance with Senate Bill 11.	Asst. Supt.	Meeting notes, School Emergency Management Plan				
Funding Sources: Local Funds - 0.00						
7) Provide a safe environment by utilizing drug dogs at the middle school and high school and providing monitoring cameras at all campuses and on buses.	Asst. Supt.	Incident reports, drug dog visit reports				
Funding Sources: Local Funds - 0.00						
8) Distribute bus discipline policy and train bus drivers on local policy and behavior management.	Asst. Supt.	Training records, discipline records				
Funding Sources: Local Funds - 0.00						
9) Utilize the School Health Advisory Committee to deal with community and school issues, to coordinate efforts of various local, county, and state organizations, and to work toward ensuring safe, orderly, drug-free schools.	Asst. Supt. C&I, Principals	Meeting Notes, School Board report, feedback				
Funding Sources: Local Funds - 0.00						


10) Utilize Raptor Check-in System on all campuses. All visitors and volunteers must have driver's license scanned.	Technology Director	Visitor records, staff feedback				
	Funding Sources: Local Funds - 0.00					
11) Increase communication with law enforcement, county and other county/state agencies.	Superintendent	Communication records, discipline records				
	Funding Sources: Local Funds - 0.00					
12) Assess program progress by reviewing discipline reports and other data on drug-use and violence and use the information to develop plans to address identified problems and/or needs.	Asst. Supt.	Discipline Records, PEIMS 425 Record, staff feedback				
	Funding Sources: Local Funds - 0.00					
13) Provide activities and programs for youth that are backed by scientifically-based research that shows evidence that the methods are effective in preventing or reducing drug-use and violence and in encouraging healthy life choices.	Asst. Supt. C&I, Principals	Program notes, implementation records, PEIMS 425 Record				
	Funding Sources: Local Funds - 0.00					
14) Implement the SHAC recommended/Board approved human sexuality program, "Worth the Wait," in Grades 6-12 in addition to using the "Life Guard" abstinence program (Junior High and High School).	Asst. Supt. C&I	Lesson plans, teacher and student feedback				
	Funding Sources: Local Funds - 0.00					
15) Assess students enrolled in a PE class or other class that carries PE credit for fitness annually in grades 3-12 and utilize results for program planning.	Special Programs Director, Principals	FitnessGram reports				
	Funding Sources: Local Funds - 0.00					
16) Nurses, counselors, and other selected staff members will receive training from Williamson County Children's Advocacy Center in Georgetown.	Asst. Supt. C&I	Training records, staff feedback				
	Funding Sources: Local Funds - 0.00					
17) Train all staff in procedures for preventing and reporting bullying.	Human Resources Director	Training reports				
	Funding Sources: Local Funds - 0.00					
						

Goal 8: Educators will keep abreast of research in the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

Performance Objective 1: Provide staff development opportunities to improve student learning.

Evaluation Data Source(s) 1: Teachers implement new learning and student achievement improves.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide paraprofessional training. All paraprofessionals working in the Title I program will be highly qualified.	Asst. Supt. C&I, Special Programs Director	Staff evaluations, training records				
Funding Sources: Local Funds - 0.00						
2) Incorporate differentiation strategies, cooperative learning, hands-on strategies, higher order thinking skills, and problem solving and train staff, as appropriate.	Asst. Supt. C&I, Special Programs Director, Principals	Training records, state and local assessments				
Funding Sources: Title II, Part A - 0.00, Local Funds - 0.00						
3) Ensure administrative team is supplied with requested professional training and information in areas such as facilitative leadership, brain research, current legislative requirements and STAAR	Superintendent, Asst. Supt. C&I	Training records, staff feedback				
Funding Sources: Local Funds - 0.00						
4) Supplement the 45-minute observation with frequent walk-throughs.	Asst. Supt. C&I, Campus Admin	TTESS records, staff feedback				
Funding Sources: Local Funds - 0.00						
5) Provide training as appropriate, including training in classroom management and conflict resolution.	Asst. Supt. C&I, Principals	Training records, TTESS records				
Funding Sources: Local Funds - 0.00						
6) Provide staff with training, research, and support materials for implementing strategies to work with diverse populations and to eliminate gender bias and increase enrollment of historically underrepresented students in advanced classes.	Asst. Supt. C&I, Special Programs Director, Principals	Training records, student course enrollment and completion rates				
Funding Sources: Local Funds - 0.00						
7) Provide coaching/observation of PK-4 language arts teachers (regular and special education) as appropriate.	Principals, Reading Interventionists	Coaching/observation reports, staff feedback, student performance on state and local assessments				
Funding Sources: Local Funds - 0.00						
						






Goal 9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 1: Technology will be implemented throughout the district for various purposes.

Evaluation Data Source(s) 1: Usage reports, program reports, lesson plans

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide instructional technologists who, through modeling and training, will assist teachers in integrating technology into the curriculum.	Instructional Technology Director, Principals	Training records, lesson plans				
Funding Sources: Local Funds - 0.00						
2) Purchase tech equipment including interactive technology and train staff.	Instructional Technology Director, Principals	Inventory, training records, lesson plans				
Funding Sources: Local Funds - 0.00						
3) Review, evaluate, and revise the technology plan to reflect TEKS, STAR chart and "Best Practices."	Director of Instructional Technology	Meeting notes, STAR Chart reports				
Funding Sources: Local Funds - 0.00						
4) Provide access to Texas Library Connection (TLC) and other resources for students and staff to conduct research.	Librarians, Instructional Technology Director	Implementation records, student use records				
Funding Sources: Local Funds - 0.00						
5) Provide protection in compliance with Children's Internet Protection Act through filtering service contracted with ESC13 and local monitoring.	Technology Director	Contract with Reg13, usage reports				
Funding Sources: Local Funds - 0.00						
6) Provide staff development: 1. Workshops presented by Instructional Technologists 2. ESC13 Workshops 3. Conferences 4. Other training as appropriate.	Instructional Technology Director	Training records, staff feedback, Star Chart				
Funding Sources: Local Funds - 0.00						
7) Track district and teacher progress utilizing district, campus, and teacher STAR charts.	Instructional Technology Director	Star Chart reports on participation and results				
Funding Sources: Local Funds - 0.00						


8) Create closer ties between technology, the libraries, and the curriculum and plan projects with librarians.	Instructional Technology Director	Meeting notes, project records				
Funding Sources: Local Funds - 0.00						
9) Train teachers in Google Apps.	Instructional Technology Director	Training records, teacher feedback				
Funding Sources: Local Funds - 0.00						
10) Develop a Technology Applications scope and sequence that coordinates effectively with TRS (formerly CScope).	Instructional Technology Director	Meeting notes, plan in place, training scheduled				
Funding Sources: Local Funds - 0.00						
11) Install a private telephone network system, with voice mail, at LHES.	Technology Director, Chief Financial Officer	System installed and in use				
Funding Sources: Local Funds - 0.00						
12) Implement an obsolescence policy for aging technology.	Technology Director	Plan in place, training records, inventory				
Funding Sources: Local Funds - 0.00						
13) Establish clear purchasing procedures for technology that includes evaluation by the technology team.	Instructional Technology Director, Technology Director, Chief Financial Officer	Procedures in place, training records, usage reports				
Funding Sources: Local Funds - 0.00						
14) Form a technology integration committee and provide train-the-trainer Prof. Devel. to enable committee members to work with peers and write grants for technology.	Instructional Technology Director	Meeting notes, training records, teacher feedback, grant records				
Funding Sources: Local Funds - 0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 10: Campuses will maintain a 96% or above attendance rate.

Performance Objective 1: Maintain an attendance rate of at least 96 percent on all campuses.

Evaluation Data Source(s) 1: Campus attendance rate is at least 96 percent.

Summative Evaluation 1:


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Set measurable goals for each campus and each subgroup and closely monitor absentees and tardies.	Principals, Campus Improvement Committees	Monthly School Board report, campus disaggregated attendance reports and evaluations				
Funding Sources: Local Funds - 0.00						
2) Actively solicit parent support and promote parent/school communication.	Principals, District ESL Coord.	Parent contact records, attendance reports				
Funding Sources: Local Funds - 0.00						
3) Use School Messenger at all campuses to report absences and tardies to parents and to send other important messages to parents.	Asst. Supt., Principals	Usage reports, attendance reports				
Funding Sources: Local Funds - 0.00						
4) Provide student attendance awards and incentives.	Principals	Action records, attendance reports				
Funding Sources: Local Funds - 0.00						
5) Use Saturday School or extended day for students with excessive absences or a court order.	Principals	Action records, attendance reports				
Funding Sources: Local Funds - 0.00						
						

Goal 11: Character and citizenship education will be implemented in PreK-12 and appropriate programs will be provided for all students demonstrating need in suicide prevention, conflict resolution, violence prevention, and/or discipline management.

Performance Objective 1: Decrease discipline referrals to principals or counselors, and reduce incidences of disruptive behavior.

Evaluation Data Source(s) 1: Discipline reports, PEIMS 425 Record

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue to provide behavioral support at all campuses.	Asst. Supt. C&I, Special Education Director, Principals	Staffing reports, discipline reports				
Funding Sources: Local Funds - 0.00						
2) Provide students with information and researched-based training relating to character and citizenship education.	Asst. Supt. C&I, Principals	Training records, lesson plans, discipline reports				
Funding Sources: Local Funds - 0.00						
3) Coordinate social service efforts with local, county and state agencies.	Asst. Supt., Special Education Director, Principals	Contact list, meeting notes, incident reports				
Funding Sources: Local Funds - 0.00						
4) Expand character education and self-discipline programs such as Character Counts and Teen Leadership.	Asst. Supt. C&I, Principals	Training records, discipline reports, feedback				
Funding Sources: Local Funds - 0.00						
5) Continue to meet or exceed the components of a "Character Plus" school	Asst. Supt. C&I, Principals	Training records, school climate survey results				
Funding Sources: Local Funds - 0.00						
						

Goal 12: Age appropriate career education will be provided to all students, and students will be encouraged to pursue education or training after high school.

Performance Objective 1: Career education will be provided for all students.

Evaluation Data Source(s) 1: Career education programs are in place district-wide.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue to define career clusters and provide career awareness training (K-12).	Special Programs Director, Principals, Counselors	Course offerings, student participation, course catalog				
Funding Sources: Local Funds - 0.00						
2) Assist students and parents in planning for continuing education/training including information on graduation plans, TEXAS grant, Teach for Texas and "Top 10 Gets You In."	Principals and counselors	Training records, Personal Graduation Plans, College Participation and Success Reports (THECB)				
Funding Sources: Local Funds - 0.00						
3) Collaborate with ACC to provide College Connection, resulting in all seniors having completed the process for admission to (any Texas) college by the time they graduate.	High School Special Programs Coord., Principal, Counselors	Activity Timeline, student participation records, student accepted to ACC				
Funding Sources: Local Funds - 0.00						
4) Provide SAT/ACT preparation training.	Principals and counselors	Student participation and completion records, SAT/ACT participation and performance reports				
Funding Sources: Local Funds - 0.00						
5) Actively assist students and parents in pursuing an appropriate degree plan and securing scholarships.	Counselors, High School Special Programs Coord., Principal	Personal graduation plan, Course Catalog, class schedules, graduation data, scholarship awarded records				
Funding Sources: Local Funds - 0.00						
6) Encourage a college-going culture by *designating a week to promote college for all (Generation TX Week) and provide a speaker at the junior high and high school *promoting College Days at the elementaries.	Asst. Supt. C&I, Principals, Counselors	School Board Minutes, schedules, activity records				
Funding Sources: Local Funds - 0.00						
7) Provide professional development for CTE teachers in effective teaching strategies.	Special Programs Director, HS Special Programs Coord.	Training records, teacher lesson plans, feedback, CTE STAAR passing rates				
Funding Sources: Local Funds - 0.00						

8) Involve community members in developing career options for students.	Principal, High School Special Programs Coord.	Meeting notes				
Funding Sources: Local Funds - 0.00						
