

2016-17 District Improvement Plan

Leakey Independent School District

District Name

Board Members:

Charlie Reagor, President
Jerry Bates, Vice President
Shawn Gray, Secretary
Ruben Navarro
Joel Pigg
Tammie Dugat
Amy Springer

Principal: Gerald Lugaresi

Superintendent: Dr. Barbara Skipper

Board Approved: December 5, 2016

Mission Statement

Leakey Independent School District's Mission Statement

The mission of Leakey Independent School District, in partnership with parents and community, is to provide a quality education in a safe environment. The primary goal is to inspire our students to be responsible and productive citizens in their quest for knowledge and excellence.

Leahey Independent School District Campus Improvement Plan

2016-17 Comprehensive Needs Assessment Summary

In accordance with state and federal legislative requirements, the staff at Leahey Independent School District conducted a comprehensive needs assessment for the 2016-17 school year. The needs assessment was conducted to identify gaps in the areas listed below. Data and findings from the comprehensive needs assessment were then used to develop the activities/strategies in the additional sections of the Campus Improvement Plan.

Campus Demographics

The staff at Leahey Independent School District include 25 teachers, 7 paraprofessionals, and 1 administrators. The student population is 61% White, .2%% African American, 37% Hispanic, 0% Asian, and 0% Native American. Additionally, the campus serves 62.1% economically disadvantaged students, 9.24% special education students, and 6% Limited English Proficient students. Attendance rates include 0% African American, 96% Hispanic, 95.8% White, and 95% economically disadvantaged. The most current data indicate the campus has a 20.5% mobility rate.

The following data were reviewed in relation to district demographics:

TAPR, STAAR, EOC, ACT, Attendance, Dual Credit, Registrar Records, PEIMS

Upon review of these data, several findings were noted. These findings include:

% Economically Disadvantaged and LEP students continues to increase; Attendance rates met our 95.5 goal; relatively high mobility rate;

Areas of need include:

Support for LEP students needs to continue; English class started for LEP community members; need to increase dual-credit completion rate

Student Achievement

The following data were reviewed in relation to Student achievement:

2015 District TAPR Report, 2015-6 Grade Reports, STARR/EOC Results, ACT Reports, PBMAS, TerraNova

Upon review of these data, several findings were noted. These findings include:

Accountability Rating "Met Standard" along with Academic Distinctions in Math, English, and Post-Secondary Readiness

Areas of need include:

College Readiness (Success in Dual Credit Classes, ACT Reports)

District Culture, Climate, and Organization

The following data were reviewed in relation to District Culture, Climate, and Organization:

2015 District TAPR Report, Campus Administrator, Personnel Records, Student Records, Teacher Reports

Upon review of these data, several findings were noted. These findings include:

As population increases, more students per class, more students with special needs in classes, more students in cafeteria

Areas of need include:

Staffing to divide classes as needed (board has approved)

Staff Quality, Recruitment, and Retention

The following data were reviewed in relation to Staff Quality, Recruitment, and Retention:

2015 District TAPR Report; 2016 Hiring Report' - with new facilities hiring is easier with better quality applicants and hires including a woman coach

Upon review of these data, several findings were noted. These findings include:

Staff turnover continues but better than 2013

Areas of need include:

Stability in administration, increase in teacher pay, addition of at least a half-time campus nurse

Family and Community Involvement

The following data were reviewed in relation to Family and Community Involvement:

Sign-In Sheets from Campus Meetings, Support of senior students via scholarships; fund raised by PTO, Athletic Booster, Band Boosters, Golf Boosters, etc.; attendance at back-to-school event

Upon review of these data, several findings were noted. These findings include:

Economically Disadvantaged and non-English speaking parent participation is increasing.

Areas of need include:

Continued outreach is needed for economically disadvantaged and non-English speaking parents. PK Program is a success. Backpack Buddies program was started last year and continues; campus nurse

**Leakey Independent School District
Areas to Celebrate**

STP	Area	Indicator	Description of Activity	Evidence of Success
Students	Subjects	Reading/ELA	Reading STAAR, EOC	Academic Distinction on STAAR testing, Q1 Grade 5, 6, 7, 8 EOC Eng 1, EOC Eng 2, ELA AP
		Writing	Writing STAAR	Q1 Grade 4
		Math	Math STAAR. EOC, Dual Credit	Academic Distinction on STAAR testing, Q1 in Grades 5 and 6; Algebra 1 Participation; Dual Credit Completion
		Science	Science STAAR	Grade 8 Performance Level III
		Social Studies	Social Studies STAAR, EOC	EOC US History Performance (Level III)
	Subgroups	All	STAAR	72% Met or exceeded standard all subjects
		AA	N/A	N/A
		H	STAAR	54% Met or exceeded standards all subjects
		W	STAAR	86% Met or exceeded standards all subjects
		ED	STAAR	63% Met or exceeded standards all subjects
		LEP	STAAR	39% Met or exceeded standards all subjects
	Social/ Emotional	SE	STAAR	40% Met or exceeded standards all subjects
		Discipline	Strong discipline plan implemented by principal	Discipline referrals reduce
		Extracurricular	Large number of students participating in athletic, cheer, and music programs.	Extra-curricular lists
	Other	2016 100% of students graduated	Graduation list	
Teachers	Professional Development	504 and Title II Staff Development for all instructional staff.	Staff Development attended, Paid by grant	
	New Staff	Adequate applicants to fill all openings, PK Staff hired	New Hires	
	Retention	Teacher retention improvement previous two years. Community support of new facilities will increase teacher retention.	Percent of teachers returning	
	Qualifications	All staff teaching in area(s) of certification. New facilities attract more highly qualified teachers.	All teachers certified for positions	
Parents	Participation	Large number of parents attend all school events.	5% increase	
	Communication	Website communication with pictures, individual communications as needed, local newspaper, e-mail, Facebook	Newspapers, website, Facebook	

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: District Culture

District Priority: The district's school will maintain an engaging environment conducive to student learning and employee effectiveness.

District Performance Objective: Teamwork among staff and prevention of bullying among students will be targeted.

Formative Evaluation: Monthly review of strategies and applications will be conducted.

Students						
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline	
1 Bullying Prevention Month will be designated with several specific activities provided.	BP	All Students	Counselor, Principal	Region 20, principal	2016-2017	
2 Bullying incidents will be carefully reviewed to establish preventive strategies.	BP	All Students	Principal	Region 20	2016-2017	
3 Red Ribbon Activities will be provided by the Student Council.	AR	All Students	Counselor, Principal	Region 20	2016-2017	
4 Student rewards and recognitions will be provided every six weeks.	AR	All Students/At Risk	Counselor, Principal, Teachers	Reward resources	2016-2017	
5 Staff will maintain a positive demeanor in their interactions with community, parents (including place of work), staff members and students.	AR	Students	Teacher, Principal	Principal, Superintendent	2016-2017	
6 Elementary Awards Ceremony every six weeks hosted by National Honor Society	AR	Students	Counselor	Principal	2016-2017	
7 The addition of new facilities will incur a positive student climate.	AR, VP, Bond	Students	School Board, Community	School Board, Community	March 2016 Completed!	

Teachers						
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline	
1 Monthly Staff Meetings will be provided to celebrate successes and birthdays.	SD	Teachers	Superintendent, Principal	Staff	2015-2016	
2 Teachers and principal will recognize and reward students, focusing on the positive.	AR	At-Risk Students	Teacher	Counselor	2015-2016	
3 Teachers will develop websites to include at a minimum schedule, conference time, and picture by the time school starts.	PI	Parents	Teacher	Principal	2015-2016	
4 Parents will be contacted during conference period as needed..	PI	Parents	Teacher	Principal	2015-2016	
5 Parents, student, and teachers working together will be continued.	PI	Parents, Students	Teacher	Principal	2015-2016	
6 Staff will maintain a positive demeanor in their interactions with community, parents, staff members. and students.	PI	Staff Members	District Personnel	Superintendent	2015-2016	
7 Leakey ISD will promote teamwork, problem solving, and decision making.	AR	Staff, Students	District Personnel	Principal, Superintendent	2015-2016	

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
8 Teachers will communicate often by grade book programs, e-mail, post cards, letters, school activities including assemblies, conferences, newsletter, Open House, parent invitations, honor roll.	PI, AR	Parents	Teachers, Principal	Counselor	2015-2016
9 New facilities will promote a positive climate for teachers.	Bond	Teachers	School Board, Community	School Board, Community	2015-2016

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will initiate meetings with parents.	PI, T1, AR	All Parents	Teacher	Parents, Counselor	2015-2016
2 An Open House will be held.	PI, T1	All Parents	Principal	Counselor	2015
3 At least one positive newspaper article and picture will be submitted each week to one of the local papers.	PI	Community	Principal, Superintendent, Counselor, Teachers, Coaches	Local paper	2015-2016
4 Community partnerships will be sought. (donating of musical instruments, providing scholarships, Backpack Buddies, Bond Issue, volunteering in schools, provision of supplies for PK, etc.)	PI	Community groups	Principal, Superintendent	Region 20, TEA, Local Library	2015-2016
5 The Board will adopt a budget incorporating sound business and fiscal practices.	PI	Community	Superintendent, Board	Region 20, TEA	July 1, 2015
6 Town Hall Meetings will be held when appropriate.	PI	Community	Superintendent, Board, Principal, Business Manager	Region 20, TEA, TREA	2015-2016
7 A LISD Brochure showing all positive aspects of LISD will be developed and disseminated.	PI	Community	Superintendent, Principal	Business Manager	2015-2016
8 Staff will maintain a positive demeanor in their interactions with community, parents, staff members and students.	PI, T1	Community, Parents	Superintendent, Principal	Superintendent, Principal	2015-2016

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Student Safety

District Priority:

The district's school will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

District Performance Objective:

Leakey ISD will maintain the number of violent incidents at 0% as measured by PEIMS and reduce the percentage of disciplinary referrals by 30%.

All students K-8 will participate in a fitness program. All high school students will receive their health credit. High School students will also earn 2 PE credits through the PE department or through marching band.

100% of Leakey ISD employees will be informed of the rules and regulations regarding child sexual abuse and signs of suicide.

Leakey ISD will meet goal of learning environments that are safe, drug free, and conducive to learning.

Options for adding at least a half time nurse will be explored and implemented.

Formative Evaluation:

The plan will be reviewed each six weeks by Superintendent and Campus Principal for implementation. Teachers will review their areas weekly.

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 LISD will develop a clear, well-structured disciplinary policy.	AR	All Students	Principal	Superintendent	Current school year
2 LISD will provide information to staff, parents, and students of disciplinary policies.	AR	All Parents	Principal, Counselor	Region 20, Code of Conduct	By first day of school
3 LISD will participate in Red Ribbon Week.	AR, Title IV	All Students	Principal, Counselor	Region 20	Current School Year
4 K-12 students participate in the Fitness Gram Program.	AR	K-12	Athletic Director	State Software	Current School Year
5 LISD will provide awareness programs and character education classes dealing with topics such as bullying, conflict resolution, dating violence, violence prevention, suicide prevention, sexual harassment, self-esteem, and making positive choices.	AR, SCE	Targeted Students	Principal Campus Counselor	Scheduling time ESC XX – SDFS, SHAC Committee	Current School Year
6 LISD will provide a program for further understanding of bullying.	BP	Targeted Students	Principal Counselor	Tutorial	By first day of school
7 New facilities will be safer for secondary students than current facilities.	VP	All Secondary Students	School Board Community	School Board, Community	Current School Year

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
8 The districts Safety Plan will be updated yearly.	AR	PK-12	Principal, Superintendent	Secretary, Region 20	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 LISD will provide information to teachers of disciplinary policies.	AR	All Teachers	Principal	Counselor	By first day of school
2 LISD will provide on alternating years information on child sexual abuse, Signs of Suicide to all school employees.	AR, VP	All Employees	Principal	Counselor, Bluebonnet Children's Adv.	Alternating Years
3 LISD, on alternating years, will provide training in sexual harassment.	SD	All Employees	Principal	Counselor	Alternating Year
4 Monthly fire, tornado, or lock down drills will be held.	AR, VP	PK-12	Principal	Counselor, Local Fire Dept	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Provide information to staff, parents, and students or disciplinary policies and safety procedures.	AR, PI	All Parents	Principal	Counselor, Code of Conduct, Student Handbook	Current School Year
2 SHAC Committee will review strategies each year.	AR	SHAC Members	Superintendent	Region 20	Current School Year
3 Site-Base Committee Parents, Community, Business, and Staff will explore options for adding at least a half time school nurse.	AR	Site-Base Members	Superintendent, Board	REAP Funds, Title Funds	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Attendance

District Priority:

The district's attendance for all students will surpass 96%.

District Performance Objective:

Attendance, as documented on state reports, for all students and subgroups will improve to 96%

Formative Evaluation:

Attendance will be reviewed each six weeks by principal and teachers.

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Periodically, students with perfect attendance will receive a reward or recognition.	AR	Students in grades PK-12	PEIMS Clerk, Teacher, Counselor, Principal	Budget, Activity Fund, PTO, Booster Club	Every six weeks
2 New facilities will increase student attendance.	AR	Secondary students	School Board Community	School Board, Community	Current School Year
3 Students will be held accountable for attendance.	AR	All students	Classroom teacher, Registrar	Principal, parents	Current school year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers ask for absence notes and admits	AR	Students PK-12	Registrar	Principal, Counselor	Ongoing
2 Attendance is one factor, which determines privilege of off campus lunch for grades 9-12.	AR	Students 9-12	Principal, Counselor	Parents	Ongoing

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 New facilities will attract more parents to meetings.	AR, PI	Secondary Parents	School Board, Community	School Board, Community	Current School Year
2 Principal/Counselor will work with parents of students with excessive absences.	AR	All parents	Principal, Counselor, Teachers	Parents	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: College and Career Readiness

District Priority:

The district's school will ensure that students plan and are prepared for life beyond high school.

District Performance Objective:

LISD will provide information to students and parents on college and career readiness.

Formative Evaluation:

Counselor will review strategies monthly.

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Seniors will be shown how to use College Guidance Consultants E-Scholarships website and fastweb	AR	Seniors	Counselor	College Guidance Consultants Website	Current School Year
2 Tutorials will be provided on resumes, college essays, and letters of recommendation.	AR	Juniors and Seniors	English Teachr	Counselor	Current School Year
3 Senior Corner will be provided in the counselor's office with computer and printer.	AR	Seniors	Counselor	Technology, Supplies	Current School Year
4 Dual Credit course offerings will be expanded with more support to ensure successful course completion.	AR	10-12	Principals, Superintendent, Teachers	Colleges and Universities	Current School Year
5 ACT Preparation will be provided in the Computer Lab.	AR	Sophomores	Counselor	ACT Prep Software	Current School Year
6 PSAT Test will be administered.	AR	Sophomores	Counselor	College Board	Current School Year
7 UIL Prep will be provided Semester 1	AR	Grades 6-8	Teachers	UIL Resource Books	Current School Year
8 New facilities with science labs, distance learning labs, and computer labs will increase achievement.	AR, T	Secondary	School Board	Community	Ongoing
9 Interest and Career Inventory and Assessment will be administered.	AR	8th Grade	Counselor	Explore Test	January 2017

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 SAT formatted questions will be provided on tests.	AR	All Students	Teachers	Counselor, SAT Prep Books	Start November
2 Teachers will be encouraged to meet the requirements to teach dual credit courses.	AR	All students	Teachers, Administrator, Superintendent	Colleges, Universities	Current School Year
3 Teachers will ensure students successfully complete dual credit courses.	AR, Local	Dual Credit Students	Teachers	Principal	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Counselor will keep parents informed via letters home, e-mails, meetings regarding student financial aide, college entrance, college tests.	AR, PI	All Students	Counselor	SAT, ACT, FAFSA	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
2 The campus will communicate with parents and newspapers about the expanding dual credit program.	AR, PI	All students	Principal	Counselor	Current School Year
3 The campus will provide FAFSA Workshop for senior parents in September.	AR	Parents of Seniors	Counselor	SWTJC	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Science

2015-16 Science STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	5	17	3879	3	18	9	53	14	82	8	47	1	6
	8	19	3955	5	26	9	47	14	74	10	53	2	11
Hispanic/Latino	5	6	3562	3	50	5	83	3	50	1	17	0	0
	8	8	3664	4	50	6	75	4	50	2	25	0	0
White	5	11	4051	0	0	4	36	11	100	7	64	1	9
	8	11	4167	1	9	3	27	10	91	8	73	2	18

2015-16 Biology STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	15	4267	1	7	3	20	14	93	12	80	2	13
White	12	4308	1	8	2	17	11	92	10	83	1	8
Economically Disadvantaged	9	4234	1	11	3	33	8	89	6	67	2	22

District Priority:

Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective:

The district will earn academic distinction on the STAAR test in science, and above state performance on EOC.

Formative Evaluation:

Benchmark Tests

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Special populations of students will be provided remediation and/or enrichment.	T1, SC, Spec Ed, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal	PEIMS, Principal, Region 20	Current school year
2 Special population of students will target areas of weakness in science.	T1, T II, SC, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal	PEIMS, Principal, Region 20	Current School Year
3 Specific areas of weakness will be targeted using student release test data.	T1, TIII, SC, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal, Counselor	PEIMS, Principal, Counselor, Region 20 Benchmark Testing	Current School Year
4 Practice test/questions will be used to monitor student progress.	Local, T I, AR	All Students	Teacher	Benchmark Test, Teacher, Principal, Counselor	Current School Year
5 STEMscope will be implemented in K-8 as appropriate.	Local, AR	All Students	Teacher	Benchmark Test, Teacher, Principal, Counselor	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 The teacher will attend workshops in various fields of science to include STAAR preparation and the implementation of Science Curriculum.	Local, T II, AR	Science Teachers	Principal, Teachers	Region 20	Current School Year
2 The teacher will consult with the principal on student progress.	T1, AR	Science Teachers	Teacher, Principal	Principal	Current School Year
3 Science teachers will explore ways to provide more student support for learning grade level curriculum and completing dual credit classes.	AR, Local	Science Teachers	Science Teachers	Principal, Region 20	Current School Year
4 Teachers will continue finding ways to integrate Smart TV activities into the science curriculum.	AR, T	Science Teachers	Science Teachers	Principal, Region 20	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 The teacher will stay in close contact with parents of students regarding their STARR, EOC progress, Dual Credit Classes.	Local, PI	All Students	Teacher	Counselor, Principal	Current School Year
2 Science Teachers will demo SMART TV for School Board.	Local, AR, T	All Students	Superintendent, Principal, Teachers	Region 20, Principal	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Mathematics

2015-16 Mathematics STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	3	22	1377	10	45	16	73	12	55	6	27	0	0
	4	22	1490	10	45	19	86	12	55	3	14	2	9
	5	17	1640	2	12	7	41	15	88	10	59	5	29
	6	26	1611	9	35	16	62	17	65	10	38	4	15
	7	9	1598	4	44	8	89	5	56	1	11	1	11
	8	8	1600	4	50	8	100	4	50	0	0	0	0
Hispanic/Latino	3	9	1371	5	56	6	67	4	44	3	33	0	0
	4	12	1448	8	67	11	92	4	33	1	8	0	0
	5	6	1564	1	17	6	100	5	83	0	0	0	0
	6	12	1548	8	67	10	83	4	33	2	17	1	8
	7	5	1559	3	60	5	100	2	40	0	0	0	0
	8	5	1583	3	60	5	100	2	40	0	0	0	0
White	3	12	1382	5	42	9	75	7	58	3	25	0	0
	4	10	1540	2	20	8	80	8	80	2	20	2	20
	5	10	1702	0	0	0	0	10	100	10	100	5	50
	6	14	1666	1	7	6	43	13	93	8	57	3	21
At-Risk	4	5	1411	4	80	5	100	1	20	0	0	0	0
	6	5	1467	5	100	5	100	0	0	0	0	0	0
Economically Disadvantaged	3	17	1371	8	47	13	76	9	53	4	24	0	0
	4	13	1478	7	54	11	85	6	46	2	15	1	8
	5	9	1595	1	11	6	67	8	89	3	33	0	0
	6	16	1590	6	38	11	69	10	63	5	31	1	6
	7	6	1586	4	67	5	83	2	33	1	17	1	17

2015-16 Algebra I STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	17	4000	3	18	6	35	14	82	11	65	2	12
White	14	4038	2	14	4	29	12	86	10	71	2	14
Economically Disadvantaged	6	3701	3	50	5	83	3	50	1	17	0	0

District Priority:

Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective:

The district will earn academic distinction in math; exceed state performance at all grade levels and on EOC; meet goals for math.

Formative Evaluation:

Benchmark Tests

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Daily review and extension of concepts will be provided.	Local, AR	Math Students	Teachers	Region 20 Workshops, Manipulatives, Go Math	Current School Year
2 Math concepts instruction will include: Hands on activities, real life situations, read aloud books with math concepts, frequent use of graphs, higher level questioning (Bloom's Taxonomy), calculators, manipulatives, patterning, key words, computer labs, repeated review of concepts.	Local, TI, AR	Math Students	Teachers	Problem of the day chart, UIL Events Manipulatives Go Math Calculators	Current School Year
3 Graphing Calculators will be mastered by secondary students.	Local	Secondary Students	Math Teachers	Calculators	Current School Year
4 The following strategies will be used: Computer Lab, SMART TVs (Continue Expansion), Instruction on test taking, tutorial time for re-teach and re-testing, peer tutoring, Weekly quizzes, summer programs.	Local, T I, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Counselor, Principal, Go Math, Resources	Current School Year
5 Analysis strategies will be used to manipulate word problems into real life problems. Turn real world problems into word problems to promote student understanding of word problems.	Local, TI, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Word problem resources	Current School Year
6 Provide FLEX day instruction for students who do not pass state exams or obtain credit in coursework.	Local, T I, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Site-Base Committee/Calendar	Current School Year
7 Use question/answer format to model testing structure STAAR, ACT, SAT, etc.	Local, T I, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Principal	Current School Year
8 Implement Technology, SMART Tvs, Doceri App, and BYOD in PK-12 math classes.	Local, T I, AR	All Students	Teacher	Technology Funds; PTO Funds, REAP Funds	Current School Year
9 Develop more ways to support student learning of math concepts; continue double blocking.	AR, T1 REAP	All Students	Teachers, Parents	Principal	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Disaggregate the students' scores from the previous STAAR test and benchmarks and develop appropriate strategies to address target areas.	Local	All math teachers	Teacher	PEIMS, Principal, Counselor	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
2 Attend workshops to address STAAR and EOC target areas at Region 20 and State Math Conference CAMT and CAST.	Local, T I, AR	All math teachers	Teacher, Principal, Superintendent	Region 20, CAMT, CAST	Current School Year
3 Provide support to ensure student success in dual credit classes.	Local	Dual Credit Teachers	Teachers	Principal, SWTJC	Current School year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teacher and counselor will keep parents informed on student progress on STARR , EOC Tests, Dual Credit Classes.	Local, AR, PI	All Parents	Teacher, Counselor	Principal, PEIMS, SWTJC	Current School Year
2 PTO provides instructional material support for teachers.	PTO	All Parents	PTO	Instructional materials	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Reading/English Language Arts

2015-16 Reading STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	3	22	1398	6	27	17	77	16	73	5	23	1	5
	4	22	1472	8	36	18	82	14	64	4	18	2	9
	5	17	1603	2	12	5	29	15	88	12	71	5	29
	6	26	1614	6	23	15	58	20	77	11	42	5	19
	7	9	1619	2	22	5	56	7	78	4	44	1	11
	8	18	1716	3	17	7	39	15	83	11	61	3	17
Hispanic/Latino	3	9	1389	3	33	7	78	6	67	2	22	0	0
	4	12	1457	5	42	11	92	7	58	1	8	0	0
	5	6	1489	2	33	5	83	4	67	1	17	0	0
	6	12	1566	5	42	9	75	7	58	3	25	1	8
	7	5	1568	2	40	3	60	3	60	2	40	0	0
	8	7	1605	3	43	6	86	4	57	1	14	0	0
White	3	12	1404	3	25	9	75	9	75	3	25	1	8
	4	10	1489	3	30	7	70	7	70	3	30	2	20
	5	10	1673	0	0	0	0	10	100	10	100	5	50
	6	14	1656	1	7	6	43	13	93	8	57	4	29
	8	9	1794	0	0	1	11	9	100	8	89	3	33
At-Risk	4	5	1410	4	80	5	100	1	20	0	0	0	0
	6	5	1465	4	80	5	100	1	20	0	0	0	0

2015-16 Reading STAAR Results

Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
Economically Disadvantaged	3	17	1383	6	35	14	82	11	65	3	18	1	6
	4	13	1459	5	38	11	85	8	62	2	15	1	8
	5	9	1550	2	22	5	56	7	78	4	44	1	11
	6	16	1610	3	19	10	63	13	81	6	38	2	13
	7	6	1596	2	33	4	67	4	67	2	33	1	17
	8	5	1576	2	40	5	100	3	60	0	0	0	0

2015-16 English I STAAR Results

Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	18	3928	5	28	8	44	13	72	10	56	1	6
Hispanic/Latino	6	3423	4	67	4	67	2	33	2	33	1	17
White	12	4181	1	8	4	33	11	92	8	67	0	0
At-Risk	5	3132	4	80	5	100	1	20	0	0	0	0
Economically Disadvantaged	12	3756	5	42	8	67	7	58	4	33	1	8

2015-16 English II STAAR Results

Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	18	4124	4	22	8	44	14	78	10	56	2	11
Hispanic/Latino	9	3867	4	44	5	56	5	56	4	44	0	0
White	9	4382	0	0	3	33	9	100	6	67	2	22
Economically Disadvantaged	11	4157	3	27	5	45	8	73	6	55	2	18

District Priority:

Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective:

To exceed state performance on STAAR and EOC tests; achieve academic distinction designation.

Formative Evaluation:

Benchmark Tests

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 ESL Support will be provided by a teacher and/or aide to ensure ESL students meet goals.	T I, AR, SC	ESL	Principal, Teachers	Counselor	Current School Year
2 Increase practice in applying critical thinking skills and encourage higher level questioning.	T I, REAP, Local, GT, AR	GT, Economically Disadvantaged, Hispanic, SpEd	Teachers	Classroom Teacher Classroom novels - Non fiction STAAR practice.	Current School Year
3 Identify special population students K-12 and provide remediation or enrichment.	T I, REAP, Local, GT, AR	GT, Economically Disadvantaged, Hispanic, SpEd, 504, ELL	Teachers	PEIMS, Books, Mini-Grants	Current School Year
4 Provide tutoring, FLEX days, and summer programs for students who do not show assessment mastery.	SCE, T1	At-Risk, ELL	Principal	Superintendent	Current School Year
5 Learning extensions in regular classrooms and Pre-AP classrooms will be provided to GT students.	GT	GT	Teacher	Principal	Current School Year
6 More ways to support student success will be explored and implemented.	AR	All students	Teachers	Principal	Current School Year
7 Accelerated Reading Program will be used to increase student reading achievement..	AR, Title I	All students	Teachers	Librarian	Current School Year
8 Add more electronic books that can be checked out of library.	AR, Title I	Special Ed, ELL Students	Librarian, Teachers	Principal	Current School Year
9 Add an elementary reading lab.	AR, Title I	Students who need reading support	Principal	Teachers, Region 20, CEI	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Using the ELAR tests, the English and reading teachers will administer several STAAR-formatted and SAT/ACT formatted practice tests throughout the school year. Data from the tests will be compiled and analyzed to adjust instruction and chart student progress.	Local, T I, AR	Economically Disadvantaged, Hispanic, SPED students	Administration English Teachers Reading Teachers	Testing resources, Counselor	Current School Year
2 The goal is to improve STAAR objectives: maintaining AR reading, the computer lab, etc.	Local, T I, REAP, AR, SC	Economically Disadvantaged, Hispanic, SPED students	English/Language Arts Teachers	Testing materials, AR Program, Counselor, Books, Mini Grants	Current School Year
3 More ways to support student success will be explored and implemented.	AR	All Students	Teachers	Principal	Current School Year
4 Teachers will provide support to ensure students are successful in dual-credit classes.	GT, Local	Dual Credit Students	Teachers	Principal, SWTJC	Current School Year

Parents

Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Parents will be kept informed on student progress on STARR , EOC Benchmarks, and dual credit progress.	Local, AR, PI, T1	All Students	Teacher	Counselor	Current School Year
2 Parents continue to support instruction support via PTO, Booster Fundraisers.	PTO	All Students	PTO	Teachers	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Writing

2015-16 Writing STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	4	22	3666	7	32	18	82	15	68	4	18	2	9
Hispanic/Latino	4	12	3505	5	42	10	83	7	58	2	17	0	0
White	4	10	3860	2	20	8	80	8	80	2	20	2	20
At-Risk	4	5	3340	2	40	5	100	3	60	0	0	0	0

District Priority:

Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective:

Writing results will exceed state performance on STAAR and EOC tests and improve on previous year's scores.

Formative Evaluation:

Benchmark Tests

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Students not meeting satisfactory levels on the writing portion of STAAR and STAAR EOCs will be scheduled into targeted tutorials for writing improvement.	AR, CE, T1	4th, 7th, 8th, English I, English II	Teachers, Counselor, Principal	Region 20	Six Week Assessments
2 Support programs will be implemented to help students improve writing skills.	AR	All students PK-12	Teachers	Region 20	Current School Year
3 FLEX days and summer days are provided for students who need to reach grade level mastery of writing concepts.	AR, Local	All students PK-12	Teachers	Principal	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will disaggregate testing data and develop appropriate remediation strategies for students.	AR, CE, T1	Teachers in grades 4, 7, 8, English I, English II	Teachers	PEIMS, Testing Data	Every six weeks
2 Teachers will receive more staff development in teaching writing.	AR	Writing Teachers	Principal	Region 20	Current School Year
3 Support programs (tutoring, Flex Days, Summer School, etc.) will be implemented to help students improve writing skills.	AR	Writing Teachers	Principal	Region 20	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Parents will be informed of their student's writing benchmark and testing results and resultant plan of action.	AR, PI, T1, CE	Parents of 4th, 7th, 8th, English I, English II	Teacher	Counselor, Principal	Six Week time periods
2 Parents will provide support via the PTO and fundraisers.	PTO	All students	PTO	Teachers	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Social Studies

2015-16 Social Studies STAAR Results													
Student Group	Grade Level	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
				2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
				#	%	#	%	#	%	#	%	#	%
All Students	8	19	3737	6	32	12	63	13	68	7	37	1	5
Hispanic/Latino	8	8	3480	5	63	7	88	3	38	1	13	0	0
White	8	11	3924	1	9	5	45	10	91	6	55	1	9

2015-16 U.S History STAAR Results												
Student Group	Number Tested	Average Scale Score	Achieved Level I Unsatisfactory				Achieved Level II Satisfactory				Achieved Level III Advanced	
			2016 Standard		Final Recommended		2016 Standard		Final Recommended		Final Recommended	
			#	%	#	%	#	%	#	%	#	%
All Students	18	4234	2	11	3	17	16	89	15	83	7	39
Hispanic/Latino	8	4122	2	25	2	25	6	75	6	75	3	38
White	10	4323	0	0	1	10	10	100	9	90	4	40
At-Risk	6	4076	2	33	2	33	4	67	4	67	2	33
Economically Disadvantaged	9	4201	2	22	2	22	7	78	7	78	4	44

District Priority:

Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective:

Earn Academic Distinction in Social Studies, exceed last year's and state performance on STAAR and EOC tests.

Formative Evaluation:

Benchmark Testing

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teacher will administer STAAR benchmark practice tests as well as portions of others.	Title I, AR, CE	All Students (Focus on Hispanic, Economically Disadvantaged, SpEd, ELL)	Teachers	Release tests Diagnostic and practice tests	Current School Year
2 Special populations will be identified and provided enrichment activities and remedial assistance.	GT, Title I, AR	Focus on GT, Economically Disadvantaged, Hispanic, Economically Disadvantaged, Hispanic, SpEd	Teachers	PEIMS Tests	Current School Year
3 STAAR objectives will be improved by focusing on U. S. History, Geography, Political influence (researching political figures).	Title I, AR	Focus on GT, Economically Disadvantaged, Hispanic, Economically Disadvantaged, Hispanic, SpEd	Teachers	STAAR and Diagnostic tests	Current School Year
4 More academic support programs (Tutoring, FLEX days, Summer days) will be developed by teachers for students.	AR	All students	Teachers	Site Base Committee - Calendar; Principal, Counselor	Current School Year
5 EOC results and completion of dual credit classes will improve.	Local	All students	Teachers	Principal, Region 20	Current School Year
6 More academic support programs (Tutoring, FLEX days, Summer days) will be developed by teachers for students.)	AR	All students	Teachers	Principal, Region 20	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will disaggregate test results and develop appropriate extensions and remediation for all students.	Title I, Local, GT, CE	All Students (Focus on GT, Economically Disadvantaged, Hispanic, SpEd)	Teachers	PEIMS, Counselor	Current School Year
2 Teachers will focus on improving EOC scores as well as Dual Credit Course Completion.	Local	All Students	Teachers	Principal	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Parents will be kept informed on student benchmark and testing results and remediation plans.	Title I, Local, PI	All students (Focus on GT, Hispanic, Economically Disadvantaged, SpEd)	Teacher	Counselor, Principal	Current School Year
2 Parents will participate in the PTO and fundraisers.	PTO	All students	PTO	Teachers	Current School Year

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: "Prepared Students"

District Priority:

The district's school will provide the opportunity for students to obtain college credit while in high school.

District Performance Objective:

Offerings of dual credit courses will increase.
 Completion of dual credit courses will increase.
 More technology-based courses will be provided.
 Technology will be integrated into classrooms.
 All students will graduate from high school.

Formative Evaluation:

Each year at least one more dual credit course will be offered. More technology-based courses will be provided. Certified teachers will be provided in dual credit classes.

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Students will be given the opportunity to enroll in dual credit courses with support to increase course completions.	T, AR	Secondary Students	Principal, Counselor	.Area Colleges	Current School Year
2 LISD will continue to pay tuition for the dual credit courses. Students will reimburse district if they drop late or fail a class.	AR	Secondary Students	Principal, Counselor	.LISD School Board	Current School Year
3 More technology and technology options and courses will be made available to LISD students.	T, AR, REAP	Students K-12	Principal, Counselor, Technology Director	Principal, Superintendent, LISD Board, Technology Instructor, LISD Board	Current School Year
4 Students may bring their own device per BYOD program. Students may also check out a laptop by signing a laptop rental agreement. Technology Director will ensure enough laptops are on-hand.	AR, CE, T	Secondary Students	Counselor, Technology Director	Principal, Superintendent, LISD Board	Current School Year
5 All Students will graduate.	AR	All students	Principal, Counselor	Teachers	Current School Year
6 More academic support programs will be provided by teachers.	AR	All students	Principal, Counselor	Teachers	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers and staff will look for grants, less expensive options, and other funding sources to help pay for dual credit courses.	AR	Secondary Students	Principal, Counselor	Region 20, Local Colleges	Current school year
2 Teachers will attend staff development and integrate technology into their instruction.	AR, T	K-12 Students	Teacher, Principal	Superintendent, LISD Board	Current school year
3 Every effort will be made to hire certified, qualified teachers and aides.	AR	K-12	Principal, Superintendent, site-based committee	LISD School Board	Yearly
4 Teachers or aides who are not certified will be required to achieve certification.	AR	K-12	Principal, Superintendent, site-based committee	LISD School Board	Yearly

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
5 Teachers will develop more academic student-support programs.to ensure students complete successfully dual credit classes.	AR	PK-12	Teachers, Site-Base Committee	Principal, Other Schools	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Parents will be notified regarding dual credit options for their students.	AR, PI	Secondary Students	Counselor, Principal	Colleges	Current School Year
2 Parents will be notified if a fully certified teacher is not in the classroom.	AR, PI	K-12	Principal, site-based committee, Superintendent	LISD School Board	Yearly

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Qualified Teachers

District Priority:

The district's school will hire only fully certified teachers.

District Performance Objective:

All teachers teaching in Leakey ISD will have appropriate staff development for his or her assignment.

Formative Evaluation:

Staff Development and certifications reviewed every six weeks.

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 When selecting new staff, priority will be given to new staff members who are fully certified in order to provide the best staffing for student achievement.	AR	All Students	Principal and SBDM Members	New Applicant List from Personnel	Yearly
2 Teachers will receive staff development to be effective in his or her assignment including the integration and use of technology and 504 and Title II Instruction.	AR, Title II, State Comp, SpEd	All students with focus on special populations	Principal, SpEd Coord.	Region 20	Yearly
3 The district will provide all state required staff development programs including GT, ESL, Child Abuse, Psychological Development, Bullying, STAAR, EOC, Suicide Prevention, Dyslexia, 504, Title II. etc.	AR, Title II, State Comp, SpED, ESL, GT, SD	All students	Principal SpEd Coord.	Region 20, State Conferences	Yearly

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 When selecting new staff, priority will be given to new staff members who are fully certified.	AR	All new hires	Principal and SBDM Members	New applicant list	Current School Year
2 Teachers will have relevant staff development to improve student performance (See Assurance Addendum).	AR, Local, Sped, Title II	All students	Principal, , Sped, Coord	Region 20, State Conferences, Local	Yearly
3 LISD will provide quality staff development for all teachers in meeting the needs of all students including ESL, at-risk, and GT students.	SD, T2, REAP, CTE, GT	All teachers	Principal and site-base committee	Region 20, PD 360	Current School Year
4 Interactive, goal-based Supervision (T-TESS) will be provided for all teachers and administrators (T-PESS).	SD	All teachers	Principal, Superintendent	Region 20	Yearly
5 Signing bonuses will be provided for upper level math, science, and other shortage area teachers contingent on staying at least three years.	AR, Local	All new hires in math and science	Principal, Superintendent	Donor	As appropriate
6 All staff will have 30 hours of Gifted and Talented Education to implement in his/her classroom via dual credit, AP, Extended Learning, and Projects in the classroom.	GT, SD	All teachers	Principal, Superintendent	School Board, Region 20	Yearly

Parents

	Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
2	Parents will be notified if a fully certified teacher is not in the classroom.	AR, PI	All Students	Principal	Counselor	Yearly
3	Teachers will have staff development in the area of working with parents as partners.	AR, TII, SD	All Teachers	Principal	Region 20	Yearly

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: STAAR, End-of-Course Exams, Dual Credit Classes

District Priority:

The district's school will ensure that student's competence exceeds grade-level standards in reading, writing, math, science, and social studies

District Performance Objective:

95% of all students will surpass state results on STAAR and End-of-Course Exams

All subgroups will show 80% mastery of STAAR and End-of-Course Exams

80% of students will receive credit in dual credit classes

Formative Evaluation:

Benchmark Tests, Previous year state testing

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Using sample tests, the teachers will administer several End-of - Course formatted practice tests throughout the year. Data from the tests will be compiled and analyzed by the subject area teachers to adjust instruction and chart student progress.	AR	All Students	Principal Teachers	District Tests	Yearly
2 Teachers will attend dual credit classes with students to ensure mastery and course credit.	Local	Dual Credit Class students	Teachers	Principal	Current School Year

Teachers					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Using tests, the teachers will administer several formatted practice tests throughout the year. Data from the tests will be compiled and analyzed by the subject area teachers to adjust instruction and chart student progress.	AR, Title I	All students with focus on At-risk and Econ Disadv. students.	Principal, Teachers	District Tests	Yearly
2 Teachers will provide academic support in dual credit classes to ensure course credit is received.	Local	Dual Credit Students	Dual Credit Teachers	Principal	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Parents will receive communication regarding student progress on STAAR, End-of-Course tests, and Dual Credit Course.	AR	All students	Principal, Teachers	Counselor	Yearly

2016-17 District Improvement Plan for Leakey Independent School District

Area of Focus: Staff Development

District Priority: All campus personnel will be required to participate in staff development to improve awareness of educational issues and build skills to increase teaching effectiveness.

District Performance Objective: 100% of LISD teachers will be required to attend staff development in identified areas of need.

Formative Evaluation: Monthly review of staff development offerings and attendance

Students					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will learn how to work with targeted students.	AR, Title I, State Comp, SpEd, SD, GT	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL, GT	Principal, SBDM Committee	AEIS, Staff Development records, faculty survey	Current School Year
2 The district will provide staff development in: a) technology in classroom b) administrative uses of technology c) electronic field trips d) technology for special programs, G/T, Sp. Ed. 504, Title II	AR, Title I, State Comp, Sp Ed, SD	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL	Principal, SBDM Committee	Campus technology plan, Reg. 20 programs	Current School Year
3 The district will participate in grants & special programs that include staff development: a) Accelerated reading programs b) Title programs that include staff development c) Private programs for specialized staff development d) ESL Support	ESL, Title I, State Comp, Sp Ed, SD	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL	Principal CFO	Region 20 & special programs	Current School Year
4 The district will participate in: a) staff development through Region 20 programs b) staff development programs within the district c) district mentoring program in areas of need d) state conferences (CAST, CAMT)	GT, ESL, Title I, State Comp, Sp Ed, SD	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL	Principal, SBDM for professional development	Region 20, State Professional organizations	Current School Year
5 The district will conduct in-service training for all staff members who work with At-Risk students, and GT students.	AR, SD, GT	AR	Principal	Region 20 staff	Current School Year
6 The district will provide staff development on current issues/strategies for teaching GT students in classrooms.	GT, SD	GT	Principal	Region 20 staff	Current School Year

Teachers

Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will have the opportunity to attend relevant staff development to improve student performance. (See Assurance Addendum and listings above).	AR, SD, GT, ELL, 504	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, GT	Principal, SBDM	Region 20, State Professional Organizations	Current School Year
2 On a regular basis, department meetings will be held to discuss how to take what is learned and improve student performance.	AR, Title I, GT	All students	Principal, SBDM	Region 20, State Organizations	Current School Year

Parents					
Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1 Teachers will have staff development in the area of working with parents as partners.	AR	All Students	Principal	Title II	Current School Year

*** Legend for Codes**

Code	Plan	Indicates that the strategy addresses...
AR	At-risk	the needs of students deemed “at-risk” of academic decline.
CE	Compensatory Education	initiatives supported by these funds—math helping teachers; Small-group Reading Improvement and Reading Enrichment; Vietnamese and Chinese itinerant teachers; summer school for LEP students; SOS; bilingual enrichment teachers; at-risk staffing at Title I schools.
PI	Parent Involvement	students’ need for support from home and/or the school’s use of volunteers.
SD	Staff Development	training needs of teachers and other staff.
T	Technology	tools used to enhance instruction or to facilitate managerial tasks.
T1	Title I	federal mandates for school-wide Title I programs.
VP	Violence Prevention	prevention and intervention plans for improving student behavior.
BP	Bullying Prevention	prevention of bullying behavior on the campus.

CIP PART II: ASSURANCE ADDENDUM

Leakey Independent School District 2016-17 District Improvement Plan

Section A

Please indicate whether your district has met each of the below legal requirements for your district improvement plan by placing an “X” in the box next to the corresponding requirement.

X	Leakey Independent School District has met the legal requirements for district improvement planning, including institution of a campus-level committee to assist the principal in developing, reviewing, and revising the CIP for the purpose of improving student performance for all student populations. (Education Code 11.252 [b])
X	Completed a needs assessment which serves as the basis for the CIP.
X	Reviewed or set measurable district performance objectives for all academic excellence indicators for all student populations, including African American, Hispanic, White, Economically Disadvantaged, Special Education, Limited English Proficient and has identified and will continue to identify, through lesson plans, unit plans, and teacher goal- setting, strategies to address and support these objectives, including accelerated instruction.
X	Identified and included within the CIP instructional methods for student groups whose performance lags significantly behind other groups’ performance.
X	Included in the CIP these elements: Resources allocated Staff responsible for activities and strategies formative and summative evaluation criteria.
X	Addressed students’ needs for special programs – e.g., suicide prevention, conflict resolution, violence prevention/intervention, and dyslexia treatment programs.
X	Included strategies for dropout prevention and reduction. (middle school and high school)
X	Included strategies for improving student attendance.
X	Included strategies for improving the district’s completion rate. (high school)
X	Provided for a program to encourage parental and community involvement at the district.
X	Included goals and methods for violence prevention and intervention.
X	Included strategies for addressing issues related to education about and prevention of dating violence. (high school)
X	Reported, coordinated, and integrated all funding sources, for example, Title I and II, and State Compensatory Education (Supported by the district’s Financial Services Team).
X	Teachers will focus instruction on the TEKS deemed as “critical” and will follow the district’s scope and sequence for the course and/or grade level.
X	Counselors will provide students and parents with information about higher education admissions, financial aid opportunities, the TEXAS and Teach of Texas grant program, and the need for making informed curriculum choices to be prepared for success beyond high school. (middle school and high school)
X	Provided use of reading programs with students identified based on ISIP scores, or who are identified for special education services, or who are at-risk of reading failure, Pre-K through 3.
X	Assist preschool students in the successful transition from early childhood programs or home to Kindergarten or Pre-Kindergarten.
X	IDEA Part B Stimulus – Funds are utilized to provide technology, professional development, instructional resources, and innovative programs to support teacher in services to student with disabilities.

CIP PART II: ASSURANCE ADDENDUM

Section B

Membership Composition of the District Performance Objectives Council	
Name of CPOC Member	Position
Barbara Skipper, Ed.D.	Chairperson
Gerald Lugaresi	Campus Principal
Pat Sewell	Counselor/Non-Teaching Professional
Lorri Gonzalez	Elementary Coordinator/Teacher
Rick Davis	Non-Professional Staff
Kelly Douglas	Secondary Teacher - Spanish
Leslie Rodriguez	Business
Juanita Buchanan	Community
David Allen	Community
J. Lopez	Parent
Linda Massmann	Parent
Julie Becker	Business/ Newspaper
Leticia Rodriguez	Parent

CPOC Meetings* for 2016-17			
#	Date	Time	Location
1	September 7, 2016	4:00 PM	Cafeteria
2	September 28, 2016	4:00 PM	Cafeteria
3	October 12, 2016	4:00 PM	Cafeteria
4	October 26, 2016	4:00 PM	Cafeteria
5	February 1, 2016	4:00 PM	Cafeteria
6	TBD	TBD	TBD

CIP PART II: ASSURANCE ADDENDUM

Section C

Please indicate whether your district has met each of the below legal requirements for your district improvement plan by placing an “X” in the box next to the corresponding requirement.

	Goal	Description	Formative	Summative	Strategy
X	3) Parent and Community Involvement	For 2016-17, the percent of parents and community members attending meetings will increase by 5%.	At the end of the first semester, the percent of parents and community members attending VIPS meetings will be reviewed to determine progress.	At the end of the school year, the percent of parents and community members attending VIPS meetings will be reviewed to determine if the objective was met.	Provide a variety of methods and in appropriate languages to communicate opportunities for parent and community involvement throughout the year to attend school events.
X	4) Violence Prevention and Intervention	For 2016-17, discipline referrals for drugs, alcohol, and tobacco will be maintained at 5%.	Each grading period, the discipline referrals will be reviewed to determine the percent of referrals for tobacco, alcohol, and other drug use or possession.	At the end of the school year, the discipline referrals will be reviewed to determine the percent of referrals for tobacco, alcohol, and other drug use or possession.	Implement and monitor the school wide safety and security plan.
X	5) Violence Prevention	For 2016-17, the discipline referrals for offenses will be reduced by 5% from the previous school year.	Each grading period the discipline referrals will be reviewed to determine the percent of referrals.	At the end of the school year, the discipline referrals will be reviewed to determine the percent of referrals for LISD.	Implement and monitor the school-wide safety and security plan.
X	6) Special Education	For 2016-17, the percent of students meeting ARD expectations will be at or above 95%.	Each grading period, students’ progress on TEKS will be monitored and reviewed.	Results of the STAAR-Accommodated, STAAR Modified and/or STAAR Alternative tests will be reviewed to determine if the ARD objectives were met.	Provide differentiated instruction to address learning needs of identified special needs students.
X	7) Highly Qualified Teacher	For 2016-17, the percent of highly qualified teachers in the core academic areas will be at 100%.	At the end of the first semester, the percent of teachers in the core academic areas who are highly qualified will be reviewed to determine progress.	At the end of the school year, the percent of teachers in the core academic areas who are highly qualified will be reviewed to see if the objective was met.	Confer with teachers to implement a plan to ensure that they meet highly qualified standards.
X	8) Secondary Drop-out Prevention	For 2016-17, the dropout rate will be 1% or less with no student group exceeding 5%.	Each grading period, the documentation will be reviewed for students who have checked out of school.	The 2016-17 drop-out data will be reviewed as information becomes available.	Monitor school leavers bi-weekly, contact parents, and implement intervention plans, including credit-recovery opportunities like the PLATO Learning Solution.

	Goal	Description	Formative	Summative	Strategy
X	9) High School – Ninth Graders	The percent of 2016-17 first-time ninth-grade students who advance to the tenth grade (fall to fall) will be at least 90%.	After each grading period, the number of ninth-grade students who are at-risk for failing one or more classes will be reviewed.	At the end of the school year (August), the percent of ninth graders who advanced to the tenth grade will be reviewed to see if the objective was met.	Provide students with models of completed assignments so that they understand academic expectations. Guide students to appropriate testing, classes, and programs.
X	10) Recommended High School Program	For 2016-17, the percent of students who graduate with RHSP will be at or above 50%.	Each semester, prepare a list of students who have opted out of the RHSP program by grade level.	At the end of the school year, calculate the percent of students who graduated with the RHSP.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	11) High School – Advanced Courses and Dual Credit	For 2016-17, the percent of students who have completed at least one advanced course will be at or above 25%.	Each semester, the number and percent of students enrolled in at least one advanced course will be reviewed.	At the end of the school year, the percent of students completing at least one advanced course in high school will be reviewed to see if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	12) High School – Advanced Placement Exams	For 2016-17, the percent of students who take an AP exam will be at or above 10%.	At the beginning of the spring semester, review a list of students in AP classes who have not indicated their intention to take an AP exam.	At the end of the school year, the number and percent of students who took at least one Advanced Placement exam will be reviewed to see if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	13) High School – SAT/ACT Exams	For 2016-17, the percent of graduates who take SAT/ACT exams will be at or above 90%.	After the first semester, the number of students taking the SAT-1 at least once will be reviewed.	At the end of the school year, review the number of students taking the SAT-1 at least once to determine if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	14) High School CTE	For 2016-17, the percent of LEPCTE students passing STAAR will be at or above (percent of LEP passing STAAR) 75%.	After each SFA, the staff will review the results to determine progress in meeting established performance level.	STAAR results will be reviewed to determine if targets were met.	Core content – area and CTE teachers will coordinate the courses/programs to ensure that these students have extended learning time in STAAR-tested areas.

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Section D

X	1. Comprehensive needs assessment – All data were reviewed for all students and student groups. The results and conclusions of this review are reflected in the SMART goals for the next school year.
X	2. School-wide reform strategies – These strategies include ones that strengthen the core academic program; meet the educational needs of historically underserved populations; increase the amount and quality of learning time; and address needs of all, but particularly low-achieving students. Examples of school-wide strategies follow: teach content-focused vocabulary terms/phrases – 20 per year, per core subject from the district’s list – for all students to learn (in addition to the usual teacher-selected vocabulary words); expand effective instructional strategies, including use of technology in ways proven to increase students’ engagement in learning and level of thinking about content and concepts.
X	3. Instruction by highly qualified teachers – 100% of our teachers are certified for the position they hold even though they have varying levels of experience. Experienced teachers give support to less experienced teachers. Parents are notified if a teacher is not certified, and the teacher must either be working toward certification or efforts continue to hire someone who is certified.
X	4. High-quality and ongoing professional development – Helping teachers provide on-the-job training and monitoring to promote teachers’ professional development. Staff members participate in professional development offered throughout the year. Professional development may also be conducted on site by in-house instructional leaders and also by district instructional support staff.
X	5. Strategies to attract high-quality, highly-qualified teachers – Recruiting and retaining highly-qualified teachers is a continuous process. We closely work with our district’s Human Resources administrators and network with other principals to help in this effort. Our own teachers also serve as recruiters. The result has been that 100% of our classroom teachers are appropriately certified for the position they hold.
X	6. Strategies to increase parental involvement – Schools engage in numerous activities to increase parent involvement in the district’s programs. Open Houses, telephone calls, and newsletters are just a few methods of recognizing parents as partners. In addition, parents are offered classes to meet their needs, for example, ESL classes or STAAR information programs.
X	7. Transition from early childhood programs – Elementary schools collaborate with early childhood centers to coordinate parent and student visits to kindergarten programs. Elementary schools conduct community awareness campaigns and registration days. (Not applicable to secondary schools)
X	8. Measures to include teachers in the decisions regarding the uses of academic assessments – Numerous teacher reports are available for the teachers to access throughout the year. These reports are based on locally-developed and summative assessments. Ongoing staff development is available on site to analyze assessment data. Grade-level, content-area, team, or departmental meetings and the CPOC provide forums to discuss assessment issues.
X	9. Effective, timely additional assistance – Formative and summative assessments provide the data for teachers and administrators to monitor individual student progress so that interventions and assistance will be timely. Various live reports are available via infoservweb and are accessible to teachers and administrators.
X	10. Coordination and integration of federal, state, and local services and programs – At the building level, federal, state and local services and programs are coordinated to address student needs best; this coordination of services and programs is reflected in the activities listed in the district goals and strategies.

CIP PART II: ASSURANCE ADDENDUM

**Leakey Independent School District
Staff Development Plans
2016-17**

Date	Audience	Responsible for Planning	Purpose/Content
August 8-12, 2016	Teachers who have not had Gifted and Talented Training (8)	Superintendent, Region 20	Gifted and Talented Education 30-Hour Class
August 12, 2016	Teachers and Administrators	Superintendent, Region 20	Gifted and Talented Update Class (6-hours)
September-December 2016	Bobby Ryan	Campus Administrator, Region 20	Dyslexia Training (Assessment and Instruction) 7 Days
August and November 2016	Special Education Staff	Superintendent, Cluster V	SEAS Instruction and Practice
August Inservice 2016	Teachers	Principal, Region 20	T-TESS Appraisal Orientation Session
August Inservice 2016	Teachers, Administrators	Superintendent, Region 20	504 Instruction provided by ESC Region 20
October 2016	Coaches	Athletic Director	CDL Training
October, November 2016	Jan Faulkner	Business Manager	SHARS Update
October 2016	Gene Antes	Campus Administrator	Registrar, GPA, Grade Book Training
July/August 2016	Superintendent	Region 20	T-TESS (3 days), T-PESS 2 (days)
July 2016	Campus Administrator	Service Center - Corpus	T-TESS (3 days)
Summer, August, Sept. 2016	Coaches, Bus Drivers	Region 20	First Aide Training
October 2016	Accounting Officer	Region 20	Fingerprinting
2016-2017	Mindy Harmison, math teachers	Campus Administrator	CAST, CAMT
2016-2017	Business Manager	Business Manager, Region 20	Financial Updates