



**Gunter Independent
School District**

District Improvement Plan
2009-2010

GOAL ONE: PARENT & FAMILY INVOLVEMENT

District Goal: Increase parental and community involvement

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
<p>1-1 District will continue to communicate AEIS, TAKS, TAKS-A, TAKS-M, TELPAS, ITBS, Student Code of Conduct, District and campus HQ status, & District happenings to all parents.</p> <p><i>This was done through GISD website, newspaper, reports and letters home.</i></p>	<ul style="list-style-type: none"> information will be sent by mail or student. information will be posted on website for parents to access. information will be published in the school newsletter. information will be shared during ARD meetings. information will be shared during PADRES Mtg. 	<p>Curriculum Coordinators Dist. Tech. Coord. Principals Teachers Supt.</p>	Local Funds	<p>AEIS- Dec.-Jan. State Asses. May-June Code of Conduct- Sept. ITBS- Fall & Spring. HQ status- Nov-Dec.</p>	Documentation of dates information sent or posted.
<p>1-2 District will continue to partner with parents in order to include parents in their child's education.</p> <p><i>Each strategy was implemented.</i></p>	<ul style="list-style-type: none"> Parent/Teacher grade level mtgs. Open House on each campus Parents/Teachers serving on Dist. & Campus Councils (SFDFS, SHAC, SBDM, CTE Advisory) Parent Volunteers for spec. programs/projects. 	<p>Principals Teachers Curric. Coord. Supt. ESL Coord.</p>	Local Funds	Aug. -June	<p>Sign-In sheets Calendars Agendas</p>
<p>1-3 District will continue the PADRES program for parents with limited English.</p> <p><i>4 meetings were held</i></p>	<ul style="list-style-type: none"> Meetings will be presented in Spanish to inform and educate parents in areas concerning their children and their education. 	<p>ESL coordinator Migrant coord.</p>	Title III Funds	Sept.-May	<p>Agendas Sign-Ins</p>
<p>1-4 District will support campuses in keeping parents informed of student performance and progress</p> <p><i>Each strategy was implemented at the campuses.</i></p>	<ul style="list-style-type: none"> weekly contacts made by admin, teachers, coord. through email, phone calls, notes, letters, & mtgs. Progress reports every three weeks Interpreters available for parent/teacher conferences. TX Gradebook Parent Portal available at all campuses. 	<p>August through June</p>	Local Funds	August to May	<p>Log-ins Teacher contact list End of Year Survey</p>

GOAL TWO: STUDENT LEARNING

District Goal: Offer an intensive program of instruction designed to enable students to be performing at grade level and challenged to meet their full educational potential.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
2-1 District will have 90% or more of the students in grades 3-11 pass all sections of TAKS, TAKS A, TAKS M, TAKS Alt. & receive Exemplary status. <i>District received Exemplary status.</i>	<ul style="list-style-type: none"> • TEKS benchmarking conducted at TAKS grade levels. • Tutorials for at-risk students at all Campuses. • Small class sizes • Intervention Programs will be implemented or continued: Imagine Learning, Study Island, Reading +, A+ learning, Headsprouts,, Read Naturally, System 44. 	Principals & Teachers Curric. Coord. ESL Coord.	Local Funds ARI/AMI Title 1 ARRA funds	August-May	TAKS Scores
2-2 District will continue to close the achievement gap so that special population groups score 90% or above on all sections of TAKS, TAKS-A, TAKS-M or TAKS Alt. <i>See accountability and ayp charts</i>	<ul style="list-style-type: none"> • TEKS benchmarking • Tutorials offered at all campuses • TAKS remediation courses • Inclusion Classes in core subjects will be offered. 	Principals Teachers Curric. Coord.s ESL Coord.	Local Funds Title 1 Migrant ESL ARI/AMI	August to July	TAKS Scores
2-3 District will have 90% or more of the special education students pass all sections of their state assessment. <i>Reading/ELA 84%</i> <i>Math 85%</i> <i>Social St. 96%</i> <i>Science 88%</i> <i>Writing 100%</i>	<ul style="list-style-type: none"> • Assure students are in LRE • Review and improve implementation of TEKS • Team Teach Sped w/Gen. Ed. teachers • Emphasize participation of SE students in campus intervention programs 	All Staff Grayson County Coop.	Local Funds SE Funds ARI/AMI ESL Migrant	August to June	TAKS scores TEKS mastery & IEP
2-4 District will continue to reduce the number of sped students in the total district population to a percentage within the PL of a 1 or 0 as set forth in PBMAS. 11.4% of district population identified. This would be a PL of 1.	<ul style="list-style-type: none"> • Implement Early Intervention Teams • Tutoring at-risk students • Integrate differentiation techniques • Utilize intervention programs with at-risk students 	All staff	Local Funds Title I Title III ARI/AMI	August to June Progress monitoring every 3 weeks.	Reduction of sped. numbers. TAKS test takers Number of referrals

GOAL TWO: STUDENT LEARNING

District Goal: Offer an intensive program of instruction designed to enable students to be performing at grade level and challenged to meet their full educational potential. (continued)

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
<p>2-5 District will reduce the number of Hispanic students in special education to 1% as set forth in PBMAS. <i>35.3% of students identified for sped are Hispanic. 23.4% of the GISD population is Hispanic. This is a difference of 11.9%. Between representation in the school population and representation in sped. This is .1% lower than the 2009 rate of 12%.</i></p>	<ul style="list-style-type: none"> • Implement Early Intervention Teams • Emphasize effective ELL strategies during staff in-service • Utilize intervention programs with at-risk students • ESL coord. will meet with staff to discuss progress and strategies. 	<p>All Staff</p>	<p>Title I Title III Local Funds</p>	<p>August to June Progress monitoring every 3 weeks</p>	<p>Reduction of Hispanic referrals Reduction of Hispanic numbers in sped.</p>
<p>2-6 District will evaluate and improve the instructional arrangements of migrant & ELL students. <i>All strategies were implemented. Teachers received SIOP and ELPS training during the school year.</i></p>	<ul style="list-style-type: none"> • Monitor Grades every 3 weeks • Provide tutoring services if needed • Work with ESC & ESL coord. to train staff in effective ELL strategies • Provide summer school 	<p>All Staff</p>	<p>Migrant Title III Local Funds Title I</p>	<p>August to June Progress monitoring every 3 weeks</p>	<p>TELPAS Scores TAKS Scores LEP graduation rate and attendance LAT Scores</p>
<p>2-7 District will implement intervention strategies to increase science TAKS performance of Hispanic and Economically Disadvantaged subgroups. <i>Hispanic population performance decreased by 4% from 85% to 81% in 2009. Economically Disadvantaged increased by 2% from 80% to 82%.</i></p>	<ul style="list-style-type: none"> • increase hands-on activities & curriculum such as Daily Measurement lab • implement computer based instruction as a remediation tool. • emphasize vocab. development at all campuses using Region 10's academic vocab. development tool. 	<p>All Staff</p>	<p>Local Funds Title III</p>	<p>August to June</p>	<p>TAKS scores Acct. Reports AYP Reports PBMAS reports</p>

GOAL THREE: DROPOUT REDUCTION/PREVENTION

District Goal: Develop and continue dropout prevention efforts so that all students will remain in school until they obtain high school diploma.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
3-1 District will continue to provide counseling services for all students. <i>This was done</i>	<ul style="list-style-type: none"> • Full time counselor will provide services for students at the elem. & high school. • Part-time counselor will provide services for students at middle school. 	Principals Teachers Counselors	Local Funds	August to June Counselor's Schedule	Dropout rate Attendance records Completion record Counselor's schedule & programs provided
3-2 District will continue to explore and utilize effective instructional techniques for at-risk students. <i>Credit recovery was utilized. Intervention programs were implemented at each campus.</i>	<ul style="list-style-type: none"> • Utilize A+ for student remediation and credit recovery at High School. • Continue to use Intervention Programs at all campuses to remediate students. 	Principals Teachers ESL Coord. Curriculum Coord.	Title III Local SCE Title I	August to June	Assessment Scores EIT documentation
3-3 District will continue to utilize RTI teams at all campuses. <i>RTI teams met as needed on each campus.</i>	<ul style="list-style-type: none"> • Explore alternative options for graduation for at-risk students. • Contact with students weekly or bi-weekly. • Arrange tutorials to address specific issues (TAKS proficiency, credit recovery, homework). 	Principals Teachers Counselor Curriculum coord.	Local Funds SCE	August-June	Completion and dropout rate reports

GOAL FOUR: CURRICULUM

District Goal: Provide appropriate curriculum PreK-12 for everyday life.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
<p>4-1 District will continue to support the K-16 initiative through a rigorous course development. <i>AP courses in History, English, and Math were offered. Articulated courses in CTE and dual credit courses were offered. 2 teachers attended AP training.</i></p>	<ul style="list-style-type: none"> • Dual Credit courses will continue to be offered at GISD. • GISD will work with GCCC to increase or add articulated courses. • PreAP & AP courses will continue to be offered at the Middle School and the High School. • PreAP & AP teachers will attend AP training as needed or requested. 	<p>Principals Teachers</p> <p>Curriculum Coordinators</p> <p>High School Counselor</p>	<p>Local Gifted & Talented High School Allotment GCCC</p>	<p>August/June</p>	<p>High School Transcripts Dual Credit Enrollment AP Test Scores</p>
<p>4-2 District will continue to review and improve district wide curriculum implementation for all special populations. <i>Inclusion courses were increased at each campus in reading, math, and science.</i></p>	<ul style="list-style-type: none"> • inclusion classes will be continued and increased to give extra support to special ed. students. • ESL teacher & Spec. Ed. teachers will be included in vertical team meetings and trainings offered to general ed. teachers • PreAP, AP, & Dual Credit courses will be continued. 	<p>Principals Curriculum Coord. ESL Coord. Teachers</p>	<p>Local GT High School Allotment</p>	<p>August/June</p>	<p>Lesson Plans Course Schedules Sign In Sheets Grades Assess. Scores</p>
<p>4-3 District will support each campus as they implement new intervention curriculum for special education & at-risk students. <i>Each strategy was implemented and supported throughout the year at each campus.</i></p>	<ul style="list-style-type: none"> • implement math and reading programs at middle and HS (eg. Math Navigator, System 44) • Progress monitoring program at elem.. • Engage intervention staff @ MS & HS. • Purchase computers & a server to allow students to access programs. 	<p>Principals Curric. Coord. Rdg. teachers Sped. teachers Tech. teachers</p>	<p>ARRA funds</p>	<p>August-June</p>	<p>Referrals & dismissals TAKS scores Student growth TPM</p>

GOAL FOUR: CURRICULUM (continued)

District Goal: Provide appropriate curriculum PreK-12 for everyday life.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
<p>4-4 District will continue to support teachers and administration in implementing new ELAR TEKS & ELPS.</p> <p><i>Teachers at each campus will attend TEKS and ELPS training during the 2010 summer as ESC provides training. ELAR teachers attended TEKS training during 2009 summer.</i></p>	<ul style="list-style-type: none"> • Vertical Team Meetings to review the TEKS. • progress monitored and benchmarks reviewed • Department Heads participate in Region 10 Cadres. • Teachers will attend TEKS training either through Region 10 or campus admin. 	<p>Curriculum Principals Teachers</p>	<p>Local Region 10</p>	<p>Each Semester Aug./June</p>	<p>Meeting Dates TAKS Scores Report Cards</p>

GOAL FIVE: PERSONNEL

District Goal: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
5-1 District will increase the percentage of highly qualified core academic subject area teachers to 100%. <i>100% Highly Qualified at each campus.</i>	<ul style="list-style-type: none"> Expand the applicant pool through postings on Region 10 website, district website, & small schools website as positions become available. Encourage teachers to take TEXES exams in core areas as needed. Pay for core teacher exams if needed. 	HR personnel Superintendent Principals	Local Region 10	August to August	Certifications 100% HQ on NCLB HQ report
5-2 District will assist teachers not currently HQ to meet HQ requirements. <i>Was not needed.</i>	<ul style="list-style-type: none"> Pay for TEXES exams. Provide training to assist teachers. 	HR personnel Principals Curriculum	Local Region 10	August/July	Certifications Exam scores
5-3 District will hire highly qualified paraprofessional personnel. <i>Two highly qualified paraprofessionals were hired.</i>	<ul style="list-style-type: none"> Review Paraprofessional qualifications as indicated on resumes. Insure each meets the guidelines set forth in NCLB by testing or 2 yrs. of college coursework. 	HR personnel	Local	August/July	Record of Paraprofessional's training , testing, or transcript.
5-4 District will attract and retain HQ teachers. <i>Region 10's job posting website continued to be used as needed.</i>	<ul style="list-style-type: none"> Recruit at local colleges & universities. Increase sites of job postings. Expand applicant pool. Publicize employee incentives such as TERRP program. 	HR personnel	Local	August/July	Number of applicant
5-5 District will insure that low-income and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-HQ teachers. <i>All staff HQ</i>	<ul style="list-style-type: none"> Review class lists and assignments. 	Principals Superintendent	Local	August/May	Class lists and assignments Class Schedules

GOAL FIVE:PERSONNEL (continued)

District Goal: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
5-6 District will insure that all special Ed. students are taught by HQ teachers. <i>All special ed students were taught by HQ teachers.</i>	<ul style="list-style-type: none"> • Pay for TEXES exams in area of certification needed. • Teachers of students in * Life Skill/CBI units will be provided support and training, but not expected to attain secondary HQ status in all core areas. 	Grayson Coop. Principals	Local	August to July	Class lists & assignments HQ report of 100% at all campuses

*The Learning in Functional Environments (L.I.F.E.) program is the name given to describe a service delivery option, which may be considered by the ARD/IEP committee. The LIFE curriculum focuses on training and instruction in functional daily living skills with a strong vocational emphasis at the secondary level to prepare students for work in a supported employment environment when they leave school. The academic areas of reading, writing, and mathematics are included with an emphasis on functional skills to become as independent as possible. The term Community Based Instruction (CBI) is a term used to describe teaching and learning the functional skills in the actual real environment of the community versus inside the classroom. Community Based Instruction is not a field trip; rather it is an instructional trip specifically to teach the goals and objectives of the IEP on a consistent basis in the real environments.

GOAL SIX: EXEMPLARY PERFORMANCE

District Goal: The students will demonstrate exemplary performance in comparison to national and state standards.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
6-1 District will achieve exemplary status on AEIS report. <i>District achieved Exemplary status.</i>	<ul style="list-style-type: none"> Utilize intervention programs for at-risk students. Tutoring will be conducted to assist students in academic need. Campus plans will reflect goals for all students' success. Reduction in class sizes. 	Principals ESL coord. Migrant Coord. Curriculum Coord. Superintendent	Title I Title III Migrant SCE Local	August/May	AEIS Report TAKS Scores TELPAS Scores
6-2 District will meet Adequate Yearly Progress. <i>District met AYP in all areas (Reading, Math, graduation/attendance).</i>	<ul style="list-style-type: none"> Continue to monitor Special Ed. referrals through the EIT process. Inclusion & team teaching will continue to be used. 	Principals Teachers Curric. Coord.	Local	August/June	AYP Report
6-3 District will increase the number of students who achieve commended performance to 50% or above on all TAKS/A/M/Alt. tests. <i>Reading/ELA 50%</i> <i>Math 48%</i> <i>Social St. 52%</i> <i>Science 30%</i> <i>Writing 69%</i>	<ul style="list-style-type: none"> implement higher order thinking skills activities into instruction. Progress Monitoring of identified problem areas. 	Principals Teachers Curriculum	Local	August/May	Commended Performance rate.
6-4 District will have students receive recognition through various state & national programs. <i>1 MS student participated in the Duke Talent Search. 9 of 7 testers received a 3 or 4 on the AP Calculus test. 6 of the 9 students tested received a 3 or 4 on the AP English Language Comp test. 3 of the 13 students tested received a 3 on the AP US History test.</i>	<ul style="list-style-type: none"> Inform students & teachers of opportunities for participation in academic and athletic programs outside of district (eg. AP, TX Gov. School, Duke Talent Search). 	Principals Curriculum Program Coord. Teachers	Local Gifted and Talented	August/June	Number of students who applying and receiving acknowledgements.

GOAL SEVEN: SAFE SCHOOLS

District Goal: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
<p>7-1 District will continue to fund and implement programs to prevent drug use and violence.</p> <p><i>Each of the Strategies was implemented.</i></p>	<ul style="list-style-type: none"> • Extra curricular drug testing at Middle & High School will continue. • Drug Dog program through the Gunter Police Dept. will continue at the Middle & High School. • Comprehensive health program at the elem. and the middle school will continue to be implemented. • Renaissance Program will continue at the elementary and middle school campuses. 	<p>Asst. principal Athletic Dir. Counselors Principals School Nurse Teachers</p>	<p>Local Title IV funds</p>	<p>Programs conducted according to counselor's schedule.</p> <p>Random drug testing & drug dog visitation.</p>	<p>Discipline Reports 2008-2009</p>
<p>7-2 District will continue to conduct training and review of crisis management plan and procedures.</p> <p><i>Crisis Plan was reviewed at the beginning of the year at each campus. Drills were conducted and evaluated at each campus. Collaboration with fire and police department conducted routinely.</i></p>	<ul style="list-style-type: none"> • CPR & CPI training will be conducted by district nurse and Grayson Count Coop. • Staff development during the first of the year will address the plan and procedures. • Review and revise EOP as needed. • Collaborate with local police department and fire department. • Drills will be conducted and debriefings will occur. 	<p>Asst. principal Athletic Dir. Counselors Principals School Nurse Teachers Grayson Coop. Staff</p>	<p>Local Title IV</p>	<p>August to May</p>	<p>Sign in sheets for staff development. CPR Cert. cards Revised EOP</p>
<p>7-3 District will continue to enforce the revised dress code at each campus.</p> <p><i>This was done.</i></p>	<ul style="list-style-type: none"> • Parents and students will be informed of and be provided with a copy of the 2009-2010 GISD dress code. 	<p>Superintendent Principals Teachers</p>	<p>Local</p>	<p>August to May</p>	<p>Discipline referral records for dress code violations.</p>
<p>7-4 District will recognize students for achievements.</p> <p><i>Commended Performance recognition was not conducted this year.</i></p>	<ul style="list-style-type: none"> • Tiger Award, Supt. Honor Roll, Commended Perf. recognition, Student of the Month. 	<p>Superintendent Principals Teachers</p>	<p>Local</p>	<p>August-May</p>	<p>Discipline referral records.</p>
<p>7-5 District will assist campuses in conducting staff development on the responsibilities of employees/staff to report suspected child abuse and neglect. & in the prevention of child abuse.</p> <p><i>This was done during staff meetings at each campus.</i></p>	<ul style="list-style-type: none"> • Review GISD policy • Utilize TEA's resources for child abuse prevention during faculty trainings. • Share resources during parent meetings or community meetings. 	<p>Principals Coordinators School Nurse</p>	<p>Local</p>	<p>August to May</p>	<p>Agendas Sign In Sheets</p>

GOAL EIGHT: RESEARCH & INNOVATION

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

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
8-1 District will continue to support opportunities for collaborative articulation between GHS and Grayson County College. <i>Dual credit courses in English, Economics, Govt., Spanish, and Math were offered. 21 hours of articulated</i>	<ul style="list-style-type: none"> Dual credit classes will continue to be offered and added in all core areas. Articulated courses will continue to be offered and added in Career Tech area. 	Counselor Principal Career Tech Teachers CT Coord.	Local High School Allotment	August/May	Enrollment Records Articulation agreements Transcripts
8-2 District will offer students involved in the CTE program opportunities to receive industry recognized certifications. <i>This did not occur.</i>	<ul style="list-style-type: none"> Adobe certifications will be offered during the 2010 spring semester. Ag., Business, Family Consumer Science research will be conducted on certifications for programs. 	CTE Coordinator CTE teachers Principal Superintendent	Carl Perkins Local Region 10	August to July	Students attempting and receiving certifications Certifications offered
8-3 District will support the Career Tech Education Department in aligning new TEKS to GISD's CTE Pathways & Program <i>CTE teachers attended TEKS training through Region 10.</i>	<ul style="list-style-type: none"> CT Teachers will attend training through Reg. 10 on new TEKS. Advisory Council Mtgs. Will address developing and sustaining rigor of course s. 	CTE Coordinator CTE Teachers Principal Superintendent Curric. Coord.	Carl Perkins Consortium and funds Local	August to August	Certificates of training Course Catalog

GOAL NINE: TECHNOLOGY

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

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
9-1 District will continue to reach goals as set forth in the district and campus technology plans. <i>This was done through the DATC</i>	<ul style="list-style-type: none"> Maintain focus on staff development as related to campus and district technology goals. Review plan yearly and update as needed. 	Technology Dir. Principals Technology Coord.	Local	August /May	District & Campus technology plans
9-2 District and campus websites will be maintained. <i>This was done.</i>	<ul style="list-style-type: none"> Websites will be updated weekly. 	Technology Dir. Principals Technology Coord.	Local State Tech. Grant	August/May	Websites
9-3 District personnel will receive technology training to assist them in implementing new technology into their classrooms & instruction. <i>19 or more staff attended 1 or more trainings at the high school. 16 staff were involved in training at the elementary.</i>	<ul style="list-style-type: none"> Staff will be given opportunities to receive training in technology before school, after school, and on Saturdays. Teachers will document their use of new learning in their lesson plans and through sharing with peers. Teachers will implement new equipment into their instruction (smartboards, airliners). 	Technology Dir. Tech. Coord. Principals Teachers	Local	August/May	Lesson Plans Sign In Sheets Peer sharing during staff mtgs. Observations
9-4 District will continue to support online testing through volunteer administrations of active EOC tests & assigned EOC FT. <i>Alg. 1 EOC was administered at the MS to 8th grade students enrolled in Alg. 1. Geometry, Chemistry, & World Geography EOC tests were administered at the high school.</i>	<ul style="list-style-type: none"> Inform staff of online EOC tests available. Train staff on administering EOC tests. Prepare computers for online testing. 	Technology Dir. Assessment Coord. Principal Teachers	Local	August/May	EOC Rosters EOC Results