



Gunter Independent School District

District Improvement Plan 2011-2012

The mission of the Gunter Independent School District is to provide all students a quality education, whereby affording them the opportunity to be successful in a rapidly changing society.

**District Advisory & Technology Committee
2011-2012**

Kevin Worthy
Superintendent

Carrie Teems
Elementary Teacher

Marilyn Davis
Middle School Technology

Kelly Teems
High School Principal

Sara Price
Elementary Teacher

Sara McCarty
Curriculum Coordinator

Pat Autry
Middle School Principal

Roger Reed
AP/High School Teacher

Charles Skeen
Community Representative

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Elementary Principal

Patsy Breedlove
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Shelli Neely
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ESL Teacher/Coordinator

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High School Tech. Teacher

Wayne Hall
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Debbie Keatts
HS Business Teacher/CTE Coordinator

Tina Smith
Teacher/Elem. Technology

Jose Guevara
Parent Representative

Andrea Allen
Business Representative

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, STAAR, EOC, TELPAS, ITBS, Student Code of Conduct, district and campus HQ status, & district happenings to all parents.</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 Coordinator Dist. Tech. Coord. Principals Teachers Superintendent</p>	<p>Local Funds</p>	<p>AEIS- Dec.-Jan. State Asses. May-June Code of Conduct-Sept. ITBS- Fall & Spring. HQ status- Nov-Dec.</p>	<p>Documentation of dates information sent or posted.</p>
<p>1-2 District will continue to partner with parents in order to include parents in their children's education.</p>	<ul style="list-style-type: none"> • Parent/Teacher grade level mtgs. • Open House on each campus • Parents/Teachers serving on Dist. & Campus Councils (SDFS, SHAC, SBDM, CTE Advisory) • Parent Volunteers for spec. programs/projects. • School Messenger will provide notification services for parental outreach, emergency broadcasts, & attendance alerts. • TxConnect Parent Portal will continue to be available for parents to access their child's grades and schedule. • EOC Parent Night for 8th & 9th grades will be held on Oct. 17, 2011. • The district newsletter will continue to be distributed. • GISD will create and implement a smartphone app 	<p>Principals Teachers Curriculum Coordinator Superintendent ESL Coordinator District Technology Director</p>	<p>Local Funds</p>	<p>Aug. –June</p>	<p>Sign-In sheets Calendars Agendas</p>

1-3 District will continue the PADRES program for parents with limited English.	<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. 	ESL coordinator Migrant coordinator	Title III Funds	Aug. –Sept. (4 to 5 mtgs. During the school year.)	Agendas Sign-Ins
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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. STAAR, STAAR M, STAAR Alt, EOC.	<ul style="list-style-type: none"> TEKS benchmarking conducted at TAKS & STAAR grade levels. Tutorials for at-risk students at all Campuses. Small class sizes Intervention Programs will be implemented or continued: I-Stations, Study Island, A+ learning, Read Naturally, System 44, First Steps Tier 2-3 students sm. Group intervention After School Homework Club at the middle school 	Principals Teachers Curriculum Coordinator ESL Coordinator	Local Funds ARI/AMI Title 1 Title 2A Edu job 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, TAKS Alt., STAAR, and EOC.	<ul style="list-style-type: none"> TEKS benchmarking using Eduphoria Tutorials offered at all campuses TAKS/STAAR remediation courses built in during the day. Inclusion Classes in core subjects will be offered. 	Principals Teachers Curriculum Coord. ESL Coord.	Local Funds Title 1 Migrant ESL ARI/AMI EMAT	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.	<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 	All Staff Grayson County Coop.	Local Funds ARI/AMI ESL Migrant	August to June	TAKS scores TEKS mastery & IEP

	campus intervention programs				
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.	<ul style="list-style-type: none"> • Implement Early Intervention Teams • Tutoring at-risk students • Utilize intervention programs with at-risk students 	All staff	Local Funds Title I Title III ARI/AMI	August to June Progress monitoring every 2 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
2-5 District will continue to reduce the number of Hispanic students in special education to 1% as set forth in PBMAS.	<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. • Continue to implement ELPS in daily instruction. • Implement IStation for rdg. Intervention in K-1. • Use data analysis through AWARE 	All Staff	Title I Title III Local Funds	August to June Progress monitoring every 3 weeks	Reduction of Hispanic referrals Reduction of Hispanic numbers in sped.
2-6 District will evaluate and improve the instructional arrangements of migrant & ELL students.	<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 when needed 	All Staff	Migrant Title III Local Funds Title I	August to June Progress monitoring every 3 weeks	TELPAS Scores TAKS Scores LEP graduation rate and attendance LAT Scores
2-7 District will implement intervention strategies to	<ul style="list-style-type: none"> • Implement computer based 	All Staff	Local Funds	August to June	TAKS scores

increase science TAKS/STAAR performance of Hispanic and Economically Disadvantaged subgroups.	<p>instruction as a remediation tool eg. Study Island, Region 10 tutorials.</p> <ul style="list-style-type: none"> Emphasize vocab. development at all campuses using Region 10's academic vocab. development tool. Increase amount of time for science TAKS remediation. 		Title III		Acct. Reports AYP Reports PBMAS reports
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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.	<ul style="list-style-type: none"> Full time counselors will provide services for students at all three campuses. 	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.	<ul style="list-style-type: none"> Utilize A+ for student remediation and credit recovery at High School. Implement TxVSN for students in need. Continue to use Intervention Programs at all campuses to remediate students. Implement Academic Vocabulary practices at all campuses. New student transition plan. 	Principals Teachers ESL Coord. Curriculum Coord. Assistant Principal	Title III Local Title I	August to June	Assessment Scores EIT documentation
3-3 District will continue to utilize RTI teams at all campuses.	<ul style="list-style-type: none"> Explore alternative options for graduation for at-risk students. Contact with students weekly or bi-weekly. 	Principals Teachers Counselor Curriculum coord.	Local Funds	August-June	Completion and dropout rate reports

	<ul style="list-style-type: none"> • Arrange tutorials to address specific issues (TAKS proficiency, credit recovery, homework). 				
3-4 District will continue implementing the Drop Out Prevention Manual.	<ul style="list-style-type: none"> • Train personnel on the procedures and practices identified in the manual. • Utilize the manual for at-risk students. 	Principal Counselor	Local Funds	July-June	Completion Rate

GOAL FOUR: CURRICULUM

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

Objective/Action	Strategy	Staff Responsible	Resources	Timeline	Evaluation
4-1 District will continue to support the K-16 initiative through a rigorous course development.	<ul style="list-style-type: none"> • Dual Credit courses will continue to be offered at GISD. • GISD will work with GCCC & NCTC to increase or add articulated courses. • Pre-AP & AP courses will continue to be offered at the Middle School and the High School. • Pre-AP & AP teachers will attend AP training as needed or requested. 	Principals Teachers Curriculum Coordinators High School Counselor	Local Gifted & Talented GCCC	August/June	High School Transcripts Dual Credit Enrollment AP Test Scores
4-2 District will continue to review and improve district wide curriculum implementation for all special populations.	<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. 	Principals Curriculum Coord. ESL Coord. Teachers	Local GT SPED	August/June	Lesson Plans Course Schedules Sign In Sheets Grades Assess. Scores

	<ul style="list-style-type: none"> teachers Pre-AP, AP, & Dual Credit courses will be continued. 				
4-3 District will support each campus as they continue implementing intervention curriculum for special education & at-risk students.	<ul style="list-style-type: none"> Implement math and reading programs at middle and HS (eg. Math Navigator, System 44) Progress monitoring program at elementary & middle schools. Implement First Steps at the elementary & middle school for students struggling in math. 	Principals Curric. Coord. Rdg. Teachers Sped. Teachers Tech. teachers	Local Sped funds Region X grant	August-June	Referrals & dismissals TAKS scores Student growth TPM
4-4 District will continue to support teachers and administration in implementing new ELAR TEKS, Science TEKS, CTE TEKS & ELPS.	<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. 	Curriculum Principals Teachers	Local Region 10 Title III SSA	Each Semester Aug./June	Meeting Dates TAKS Scores Report Cards

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%.	<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 Title 1	August to August	Certifications 100% HQ on NCLB HQ report
5-2 District will assist teachers not currently HQ to meet HQ requirements.	<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.	<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.	<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. • Utilize student teachers from local universities. 	HR personnel	Local	August/July	Number of applicants
5-5 District will insure that low-income and minority students are not taught at higher rates than	<ul style="list-style-type: none"> • Review class lists and assignments. 	Principals	Local	August/May	Class lists and assignments

other student groups by inexperienced, out-of-field, or non-HQ teachers.		Superintendent			Class Schedules
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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 education students are taught by highly qualified teachers.	<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 Cooperative Principals	Local	August to July	Class lists & assignments

*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.	<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 IIA Title III Local	August/May	AEIS Report TAKS Scores TELPAS Scores
6-2 District will meet Adequate Yearly Progress.	<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 Title 1 Sped funds	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. , STAAR/M/Alt. tests & EOC tests.	<ul style="list-style-type: none"> Implement higher order thinking skills activities into instruction. Progress Monitoring of identified problem areas. 	Principals Teachers Curriculum	Local Special Education funds	August/May	Commended Performance rate.
6-4 District will have students receive recognition through various state & national programs.	<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 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
7-1 District will continue to fund and implement programs to prevent drug use and violence.	<ul style="list-style-type: none"> • Extra curricular drug testing at middle & high school will continue. • Drug dog program Dogs Against Drugs (DAD) will continue at the middle & high school campuses. • Comprehensive health program at the elem. and the middle school will continue to be implemented. • Maintain character ed. programs at elem., ms, & hs; R-Time, Negotiate, & Rachel's Challenge • Continue Leadership courses at the high school. 	Asst. principal Athletic Dir. Counselors Principals School Nurse Teachers	Local	Programs conducted according to counselor's schedule. Random drug testing & drug dog visitation.	Discipline Reports
7-2 District will continue to conduct training and review of crisis management plan and procedures.	<ul style="list-style-type: none"> • The district nurse and Grayson County Cooperative will conduct CPR & CPI trainings. • 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. 	Asst. principal Athletic Dir. Counselors Principals School Nurse Teachers Grayson Coop. Staff	Local	August to May	Sign in sheets for staff development. CPR Cert. cards Revised EOP
7-3 District will continue to enforce the revised dress code at each campus.	<ul style="list-style-type: none"> • Parents and students will be informed of and provided with a copy of the 2011-2012 GISD dress code. 	Superintendent Principals Teachers	Local	August to May	Discipline referral records for dress code violations.
7-4 District will continue to recognize students for	<ul style="list-style-type: none"> • Supt. Honor Roll, & Student of the 	Superintendent	Local	August-May	Discipline referral

achievements.	<ul style="list-style-type: none"> Month. • Wall of Fame on district web site • District newsletter 	Principals Teachers			records.
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, bullying and harassment.	<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. • Conduct staff development on bullying & harassment. 	Principals Coordinators School Nurse	Local	August to May	Agendas Sign In Sheets

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.	<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	August/May	Enrollment Records Articulation agreements Transcripts
8-2 District will offer students involved in the CTE program opportunities to receive industry recognized certifications.	<ul style="list-style-type: none"> • Adobe, MOS, and OPAC certifications will be researched and offered in the Spring. • 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	<ul style="list-style-type: none"> • Advisory Council Mtgs. will address developing and 	CTE Coordinator CTE Teachers	Carl Perkins Consortium	August to August	Certificates of training

Pathways & Program	sustaining rigor of courses.	Principal Superintendent Curric. Coord.	Local		Course Catalog
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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.	<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 SFSF	August /May	District & Campus technology plans
9-2 District and campus websites will be maintained.	<ul style="list-style-type: none"> Websites will be updated weekly. 	Technology Dir. Principals Technology Coord.	Local	August/May	Websites
9-3 District personnel will receive technology training to assist them in implementing new technology into their classrooms & instruction.	<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 (smart boards, airliners, computers on wheels, iPads, iPod touches, Mimio, Mimio Vote system, CPS system). 	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.	<ul style="list-style-type: none"> Inform staff of online EOC tests available. 	Technology Dir. Assessment Coord.	Local	August/May	EOC Rosters EOC Results

	<ul style="list-style-type: none"> • Train staff on administering EOC tests. • Prepare computers for online testing. 	Principal Teachers			
9-5 District will continue implementing School Messenger.	<ul style="list-style-type: none"> • Training will be conducted for administrators on use of School Messenger. 	Superintendent Technology Dept. Principals	Local	August/June	Parent comments Staff survey
9-6 District will explore and pilot the use of student personal owned web-enabled devices.	<ul style="list-style-type: none"> • A new wireless policy will be written to allow students to bring their own technology to school. • Student wireless networks will be available at the middle school and high school campuses. • Training for teachers and students will be provided. • Parents will be informed of the new policy. 	Superintendent Technology Dept. Principals Teachers	Local	August/June	Observations Staff survey
9-7 District will implement Eduphoria software.	<ul style="list-style-type: none"> • Training for faculty and administrators will be conducted in the Fall of 2011. 	Superintendent Technology Dept. Principals Teachers Curriculum Coordinator	Local	August/June	Observations Staff meetings Lesson plans

Acronyms Found in the District Improvement Plan

Acronym	Meaning	Acronym	Meaning
AEIS	Academic Excellence Indicator System	MOS	Microsoft Office Specialist
AP	Advanced Placement	NCLB	No Child Left Behind
ARD	Admission, Review, & Dismissal	NCTC	North Central Texas College
CPI	Crisis Prevention Institute	OPAC	Office Proficiency Assessment & Certification
CPR	Cardiopulmonary Resuscitation	PBMAS	Performance-Based Monitoring Analysis System
CTE	Career and Technical Education	PRE-AP	Pre-Advanced Placement
EIT	Early Intervention Team	RTI	Response to Intervention
ELAR	English Language Arts and Reading	SBDM	Site Based Decision Making
ELPS	English Language Proficiency Standards	SDFS	Safe & Drug Free Schools
EOC	End of Course	SHAC	School Health Advisory Committee
ESC	Education Service Center	STAAR	State of Texas Assessments of Academic Readiness
ESL	English as a Second Language	TAKS	Texas Assessment of Knowledge and Skills
GCCC	Grayson County Community College	TEKS	Texas Essential Knowledge and Skills

HQ	Highly Qualified	TELPAS	Texas English Language Proficiency Assessment System
ITBS	Iowa Test of Basic Skills	TERRP	Teacher/Employee Recruitment and Retention Program
LRE	Least Restrictive Environment		