



Gunter Independent School District

District Improvement Plan

2007-2008



GOAL ONE: PARENT & FAMILY INVOLVEMENT
District Goal: Increase parental and community involvement

Objective/Action	Strategy	Resources	Staff Responsible	Timeline	Evaluation
1-1 District will continue to communicate AEIS, TAKS, TAKS-M, RPTE, ITBS, Student Code of Conduct, & district and campus HQ status to all parents.	<ul style="list-style-type: none"> information will be sent by mail or student information will be posted on website for parent access information will be published in the Community Newspaper 	Local Funds	Curric. Coord. Dist. Tech. Dir. Principals Teachers Asst. Supt.	AEIS- Jan. State Assess.- May HQ- Dec. Code of Conduct Sept. ITBS- Fall & Spring	Documentation of dates information sent or posted.
1-2 District will continue to partner with parents in order to include parents in their child's education.	<ul style="list-style-type: none"> Parent/Teacher grade level meetings. Open House Parents/Teachers serving on District & Campus Councils (SDFSC, Parent Involvement, SHAC, SBDM) Parent Volunteers for special programs/projects. 	Local Funds Title III Title IV	Principals Teachers Curric. Coord. Asst. Supt.	Aug.- June	Sign-in Sheets Calendars Agendas
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 	Title III Migrant Funds	ESL Coord. Principals	Aug. through June (5 mtgs. bimonthly)	Agendas Sign-ins Parent Eval.

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	Resources	Staff Responsible	Timeline	Evaluation
2-1 District will have 90% or more of the students in grades 3-11 pass all sections of TAKS and receive Exemplary status.	<ul style="list-style-type: none"> • TEKS benchmarking conducted at TAKS grade levels. • Implementation of “Study Island” software to assist high school & middle school with TAKS objectives. • Tutorials for at-risk students at all campuses • Small class sizes • Intervention Programs: will be implemented: Imagine Learning, Study Island, Reading +, A+ Learning 	Local Funds ARI/AMI	Principals Teachers Curric. Coord.	August to May	TAKS Scores
2-2 District will continue to close the achievement gap so that special population groups score 90% or above an all sections of TAKS or TAKS-M.	<ul style="list-style-type: none"> • TEKS benchmarking • Tutorials offered at all campuses • TAKS remediation offered at 7-12 grades. 	Local Funds Title I Migrant ARI/AMI	Principal Teachers Curric. Coord. ESL Coord.	August to July	TAKS Scores
2-3 District will have 90% or more of the special education students meet ARD expectations on all tests.	<ul style="list-style-type: none"> • Assure students are in LRE • Review and improve implementation of TEKS • Team Teach Spec. Ed. w/ General Ed. teachers • Emphasize participation of SE students in campus intervention programs. 	SE Funds	All Staff Grayson County Coop.	August to June	TAKS & TAKS M scores TEKS Mastery & IEP

GOAL TWO: STUDENT LEARNING (continued)

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	Resources	Staff Responsible	Timeline	Evaluation
2-4 District will reduce the number of special ed. students in the total district population to state's 8.5% as set forth in PBMAS.	<ul style="list-style-type: none"> • Implement Early Intervention Teams. • Tutoring at-risk students • Integrate differentiation techniques • Utilize intervention programs with at-risk students. • Reduce current % of 15%. 	ARI/AMI Title I Title III Region X GCCoop	All Staff	August to June	Reduction of spec. ed. numbers. TAKS test takers Number of referrals.
2-5 District will reduce the number of Hispanic students in special education to the state's 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. • Reduce current % of 13%. 	Title III Title I ESL	All Staff	August to June Progress monitoring every 3 weeks	Reduction of Hispanic referrals. Reduction of Hispanic spec. ed. numbers.
2-6 District will evaluate and improve the instructional arrangements of migrant and ELL students.	<ul style="list-style-type: none"> • Monitor Grades • Provide Tutoring • Work with ESC & ESL coord. to train new staff in effective ELL strategies. • Provide summer school. • Maintain accurate records 	Migrant Title III Title I	All Staff	August to June Progress Reports every 3 weeks.	RPTE scores TAKS Scores LEP graduation rate & attendance. LAT scores
2-7 District will implement Student Problem Solving Teams at each campus for student experiencing academic or behavioral issues.	<ul style="list-style-type: none"> • Grade level teachers, counselor, & principal will serve on team. • Training will be conducted by Grayson County Coop or campus principal for staff 	Local Funds	All Staff	August to June Meetings as determined by campus teams.	Number of spec. ed. referrals Report Cards Assessment Results

GOAL THREE: DROPOUT REDUCTION

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	Resources	Staff Responsible	Timeline	Evaluation
3-1 District will continue to provide counseling services for all students.	<ul style="list-style-type: none"> • Full time counselor will provide services for students at the elementary & high school. • Part-time counselor will provide services for students at middle school. 	Local Funds	Principals Counselors	August to June Counselor’s Schedule	Dropout rate Attendance rate Completion rate Counselor’s schedule and programs provided
3-2 District will continue to maintain low class size to facilitate individual remediation for at-risk students.	<ul style="list-style-type: none"> • Continue to fund salaries for teachers of at-risk students using no more than 20% from compensatory ed. 	State Comp. Ed. Title I Local Funds	Superintendent Principals SCE Coord.	Budget Planning in April & May.	AEIS Report Student/Teacher ratio TAKS scores for at-risk students.
3-3 District will continue to explore and utilize effective instructional techniques for at-risk students	<ul style="list-style-type: none"> • Replace Nova Net with A+ for student remediation and credit recovery at High School • Implement Imagine Learning for Elem. students for remediation. • Implement Reading Plus revised edition for Middle & Elem. students 	Title III Local SCE Title I	Principals ESL Coord. Spec. Ed. & Gen. Ed. teachers Curric. Coord.	Aug. to June	TAKS Scores Report Cards

GOAL FOUR: CURRICULUM

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

Objective/Action	Strategy	Resources	Staff Responsible	Timeline	Evaluation
4-1 District instructional personnel will continue to update the curriculum development plan and assist principals in its implementation.	<ul style="list-style-type: none"> • Curriculum maps and one page wonders will continue to be updated by grade levels and subjects. • Vertical Teams will meet as needed throughout the year. 	Local Funds	Principals Teachers Curric. Coord.	Aug. to June	Lesson Plans Revised One page wonders Curric. Maps
4-2 District will continue to support the K-16 initiative through a rigorous course development.	<ul style="list-style-type: none"> • Additional dual credit courses will be added; College Alg./Trigonometry • AP Courses will be credited by College Board • Increase in students on Distinguished Graduation Plan. • PreAP Eng., Alg. 1, Spanish 1 will continue to be offered to MS students. • Support the 4x4 program in Math & Science. 	GT Local High School Allotment GCJC	Principals Teachers Curric. Coord. High School Counselor	Aug. to June	High School Transcripts Dual Credit Enrollment AP Test Scores
4-3 District will continue to review and improve district wide curriculum implementation for all spec. pops (LEP, Hispanic, ED, Spec. Ed., GT)	<ul style="list-style-type: none"> • Inclusion classes will be developed to give extra support to spec. ed. students. • ESL teacher & Spec. Ed. teachers will be included in vertical team meetings and trainings offered to gen. ed. teachers. • PreAP, AP, & Dual Credit courses will be continued. 	Local	All Staff	Aug. to June	Lesson Plans One Page Wonders Curric. Maps Grades Assessment Results

GOAL FOUR: CURRICULUM (continued)

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

Objective/Action	Strategy	Resources	Staff Responsible	Timeline	Evaluation
<p>4-4 District will continue to support teachers and principals in the alignment, teaching, and documenting mastery of TEKS.</p>	<ul style="list-style-type: none"> • Vertical Team Meetings for Core curriculum teachers • Implementation of AEIS IT to document TEKS/TAKS mastery • TEKS Mastery reviewed and tracked by teachers at each campus every 6 weeks. • Dept. Heads participation on Reg. X Cadres. • Teachers participation in Margaret Kilgo Math & Science Aligning Instruction & Assessment training 	<p>Local Reg. X SCE</p>	<p>Curric. Coord. Principals Teachers Tech. Director</p>	<p>Each Semester Aug. to June Sept. 27 & 28</p>	<p>Meeting Dates TAKS Scores Mastery Sheet Report Cards Lesson Plans</p>

GOAL FIVE: PERSONNEL

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

Objective/Action	Strategy	Resources	Staff Responsible	Timeline	Evaluation
5-1 District will continue to provide training to teachers new to the district as appropriate and provide follow-up for existing teachers.	<ul style="list-style-type: none"> • Thinking Maps • Effective Practices for ELL students • AP & PreAP • GT, Migrant, At-risk documentation/requirements • Classroom Management & Differentiation 	Local Region X GT SSA Migrant SSA ESL SSA	Principals Curric. Coord. Asst. Supt.	In-service days throughout the year as shown on Dist. Calendar	Sign in sheets PDAS Classroom Observations TAKS & SDAA Scores
5-2 District will increase the percentage of highly qualified core academic subject area teachers.	<ul style="list-style-type: none"> • Expand the applicant pool through postings on Region X website, dist. website, small schools website • Encourage teachers to take TEXES exams in core areas. • Pay for core teacher exams. 	Local Region X	Asst. Supt. Curric. Coord. Principals	Aug. to Aug.	100% HQ on NCLB HQ Report
5-3 District will increase the percentage of core academic subject areas classes taught by highly qualified teachers on all campuses.	<ul style="list-style-type: none"> • Maximize staffing at Gunter I.S.D. 	Local	Asst. Supt. Curric. Coord. Principals	Aug. to Aug.	Every core class taught by HQ teacher
5-4 District will increase the percentage of teachers receiving high-quality professional development	<ul style="list-style-type: none"> • Provide opportunities for district personnel to attend high-quality prof. training. • Insure all personnel receive training on RTI. 	Local Reg. X Grayson County Sp. Ed. Coop.	Asst. Supt. Curric. Coord. Principals	Aug. to Aug.	Increase in Asses. Scores Teacher Sign in Sheets Staff Dev. Schedules Reg. X reports
5-5 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 	Local Title I	Asst. Supt. Curric. Coord. Principals	Aug. to July	Certifications College hrs. attempted and accrued

GOAL FIVE: PERSONNEL (continued)

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

Objective/Action	Strategy	Resources	Staff Responsible	Timeline	Evaluation
5-6 District will hire highly qualified paraprofessional personnel.	<ul style="list-style-type: none"> Review Paraprofessional qualifications at time of hiring and insure each meets the guidelines set forth in NCLB by testing or 2yrs. of college were completed. 	Local	Asst. Supt. Principals Curric. Coord.	Test prior to hiring Aug. to July	Records of paraprofessional's training or testing. Review of transcript
5-7 District will attract and retain HQ teachers.	<ul style="list-style-type: none"> Recruit at the local colleges Increase sites of job postings Expand applicant pool TERRP Program offered to employees 	Local	Asst. Supt. Principals Curric. Coord.	Aug. to July	Number of applicants
5-8 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.	<ul style="list-style-type: none"> Review class lists and assignments. 	Local	Asst. Supt. Principals Curric. Coord.	August to June 5	Class lists & assignments Dist. attainment of 100% HQ at all campuses
5-9 District will insure that all Spec. ed. students are taught by HQ teachers	<ul style="list-style-type: none"> Pay for TEXES exams 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. 	Local Grayson Coop.	Asst. Supt. Principals Curric. Coord.	Aug. to July	Class lists & assignments Dist. attainment 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	Resources	Staff Responsible	Timeline	Evaluation
6-1 District will achieve exemplary status on AEIS.	<ul style="list-style-type: none"> • Intervention programs utilized for at-risk students • Tutoring to assist students in academic need • Small class size • Campus plans reflect goals for all student success 	Local Title III Title I SCE	Asst. Supt. Principals ESL Coord. Curric. Coord.	Aug. to June	AEIS Report TAKS Scores TELPAS Scores
6-2 Students' performance on ITBS will exceed national norms.	<ul style="list-style-type: none"> • Intense and rigorous curriculum offered to all students. 	Local	Principals Teachers Curric. Coord. ESL Coord.	ITBS dates on calendar for Elem. & Middle School	ITBS Scores
6-3 District will continue to provide and add courses to increase the percent of students qualifying for credit or advance standing in college courses.	<ul style="list-style-type: none"> • AP & PreAP courses in high school and middle school • Dual credit courses offered with Grayson County College; Eng., College Alg., Trig., Govt., Eco., Spanish IV • Tech Prep- GCCC in Acct., BCIS, Desktop, CAD I, II, AG. 	Local High School Allotment	Principals Curric. Coord. Counselor Teachers	Aug. to June	Transcripts AP scores
6-4 District will meet Adequate Yearly Progress.	<ul style="list-style-type: none"> • Continue to monitor Sp. Ed. referrals • Use Problem Solving Teams • Continue to use inclusion and team teaching 	Local	Principals Teachers Curric. Coord. ESL Coord.	Aug. to June	AYP Status

GOAL SEVEN: SAFE SCHOOLS

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

Objective/Action	Strategy	Resources	Staff Responsible	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. • Drug Dog Program utilized at Middle & High School. • Comprehensive Health Program at the Elem. & Middle School. • Renaissance Program will continue at Elem. & MS. • Speakers will present throughout the year to educate students about dangers of drugs. 	Local Title IV	Superintendent Asst. Supt. Principals Counselors School Nurse Teachers	Programs provided on Counselor's calendar Random drug testing and drug dog visitation	Discipline reports 2007-2008
7-2 District will continue to conduct training and review of crisis management plan and procedures.	<ul style="list-style-type: none"> • CPR & CPI training will be conducted by dist. nurse & Grayson Coop. • Staff development first wk. of school. • Continue development of EOP • Collaborate with local law enforcement & fire dept. • Drills will be conducted and debriefings will occur. 	Local Title IV Local Emergency Personnel	Superintendent Asst. Supt. Principals School Nurse Grayson County Coop. Title IV Coord.	Aug. to June	Sign In Sheets for staff development CPR Cert. Cards Revised EOP
7-3 District will continue to enforce the dress code at each campus.	<ul style="list-style-type: none"> • Parents will be informed of and be provided with a copy of the 2007-2008 GISD dress code. 	Local	Supt. Asst. Supt. Principals Teachers	Aug. to June	Discipline referral records for dress code violations.
7-4 District will inform all students of the Student Code of Conduct.	<ul style="list-style-type: none"> • All students will be given a copy of the Student Code of Conduct. 	Local	Asst. Supt. Principals	August	Signed and dated forms from SCC.

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	Resources	Staff Responsible	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 (eg. College Alg./Trig.) in all core areas.	Local High School Allotment	Counselor Teachers Curric. Coord.	Aug. to June	Enrollment Records Transcripts

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	Resources	Staff Responsible	Timeline	Evaluation
9-1 District will continue to reach goals as set forth in 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. 	Local	Technology Dir. Principals	Aug. to June	District & Campus Technology Plans
9-2 District and Campus websites will be maintained.	<ul style="list-style-type: none"> Analyze all aspects of the district and campus websites Websites will be updated weekly. Technology vertical team will plan changes to expand the GISD website/Campus websites 	State Tech. Grant Local	Technology Dir. Campus Tech. Coord. Principals	Aug. to June	Websites
9-3 District personnel will receive weekly technology training to assist them in implementing new technology into their classrooms & instruction.	<ul style="list-style-type: none"> Teachers attend training in technology room as needed to train on new software. 	Local	Technology Dir. Campus Tech. Coord. Principals	Aug. to June	Sign In Sheets Agenda Lesson Plans