

# Palestine Independent School District

## District Improvement Plan

# 2017-2018

Accountability Rating: Met Standard

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# PALESTINE INDEPENDENT SCHOOL DISTRICT

*...A World Class Academic Organization*

**The Mission of  
Palestine Independent School District**  
is to foster  
relationships that  
**Excite,  
Engage,  
and Empower**  
our students and community to achieve  
*Excellence.*

## **CORE VALUES**

- ◆ **Positive Attitudes**
- ◆ **Integrity**
- ◆ **Shared Responsibility**
- ◆ **Dedication to  
Excellence**

## **STRATEGIC GOAL STATEMENTS: *Palestine ISD will...***

- ◆ Educate, empower, and communicate with all stakeholders to increase STAAR scores and provide a solid foundation in the core academic areas with an emphasis on math/science and cross curricular writing skills to increase state assessment measures.
- ◆ Attract and retain a highly qualified faculty and provide all teachers with staff development that assures all state mandates regarding faculty training requirements and all priority district needs are met.
- ◆ Maintain a safe and orderly environment creating an atmosphere conducive to learning including facility upgrades to support a high quality learning environment.
- ◆ Increase positive attitude of School District throughout the Community by fostering Community Partnerships.
- ◆ Implement HB 5 in order to foster innovative, collaborative learning experiences through district wide STEAM education, College Readiness, and CTE certifications.

## District Planning and Decision Making Committee

Name	Position Parent, Business, Community, Teacher, etc	Term
Tammy Jones	District Level Representative	
Larissa Loveless	District Level Representative	
Tracey Reed (Washington)	Regular Ed Teacher	2015-2017 *
Jessi Cooper (NS)	Regular Ed Teacher	2015-2017 *
Michelle Boone (SS)	Regular Ed Teacher	2015-2017 *
Sheryl Quarles (ST)	Regular Ed Teacher	2015-2017 *
Windy Wheat (PHS)	Regular Ed Teacher	2014-2016 *
Megan Clingman (PJH)	Regular Ed Teacher	2015-2017 *
Teresa Everhart	Special Programs (Elementary)	2015-2017*
	Special Programs (Secondary)	2013-2015 *
David Richardson	Non Teaching Professional (Elementary)	2015-2017*
	Non Teaching Professional (Secondary)	2012-2016 +
John Morris	Community	2013-2017 +
Louis Ferguson	Community	2013-2017 +
Robert Lane	Business	2013-2017 +
Therrell Thomas	Business	2013-2017 +
Rusty Stone	Parent	2013-2017 +
Elizabeth Attaway	Parent	2013-2017 +
Melissa Winkler	Parent	2013-2017 +
Brandon Sheeley	Parent	2013-2017 +

\* - First Term on Committee

+ - Second Term on Committee

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Assessment and Accountability Ratings:

Palestine ISD- Met Standard

Palestine High School- Met Standard

Palestine Junior High- Met Standard

AM Story- Met Standard

South Side- Met Standard

North Side- Met Standard\*

Washington- Met Standard \*

\*(Paired with other campus for rating)

### Student Achievement Strengths:

3<sup>rd</sup> grade Reading scores for AA student increased.

3<sup>rd</sup> grade Math scores for all students increased from 58 to 72%.

3<sup>rd</sup> grade Math scores for AA students increased from 38% to 66%.

3<sup>rd</sup> grade Math scores for Hispanic students increased from 65% to 72%.

4<sup>th</sup> grade Math scores for all students increased.

4<sup>th</sup> grade Math scores for AA student increased from 44% to 53%.

4<sup>th</sup> grade Writing scores for all students increased.

4<sup>th</sup> grade Writing scores for AA students increased from 50% to 60%.

4<sup>th</sup> grade Writing scores for Hispanic students increased form 52% to 60%.

5<sup>th</sup> grade Reading scores improved in all areas.

5<sup>th</sup> grade Math scores improved in all areas.

5<sup>th</sup> Grade Science scores improved in all areas.

7<sup>th</sup> grade Reading scores improved in all areas.

7<sup>th</sup> grade Writing scores improved in all areas.

8<sup>th</sup> grade Math scores for all subgroups increased.

Algebra I EOC scores improved in all areas.

### Student Achievement Needs:

Increase scores in all areas

Increase number of student achieving Level III in all content areas at all grade levels

Increase number of Special Education students passing each content area test

Increase subgroup scores

Increase number of ELL students passing content area test

### PBMAS:

The following areas will continue to develop plans for improvement.

CTE

ELL

Special Education

### Technology Needs:

Continue to examine and upgrade the existing technology on campuses

Explore and implement ways to integrate technology into exiting curriculum

### Staff Development Needs:

Develop comprehensive PISD Staff Development Plan to provide ongoing training on district wide initiatives

Targeted writing training in K-8 (Lucy Calkins Writing)

Training for Instructional Coaches

Kagan Strategies

Seidlitz Training for ELL Strategies

PISD Reading Plan Training

PISD Math Plan Training (to be determined)

## Student Achievement Overview

### Index Ratings

Index 1 Student Achievement

Index 2 Student Progress

Index 3 Closing Performance Gaps

Index 4 Post Secondary Readiness

Additional Evaluations: Distinction Performance and System Safeguards

	<b>INDEX 1</b>	<b>INDEX 2</b>	<b>INDEX 3</b>	<b>INDEX 4</b>
<b>Palestine High School</b>	71	29	43	83
<b>Palestine Junior High</b>	66	39	33	33
<b>AM Story</b>	64	37	33	28
<b>South Side</b>	68	N/A	40	27
<b>North Side</b>	N/A	N/A	N/A	N/A
<b>Washington</b>	N/A	N/A	N/A	N/A

### Scores

	<b>ALL</b>	<b>AA</b>	<b>HIS</b>	<b>WH</b>	<b>2 +</b>	<b>SPEC ED</b>	<b>ECO DIS</b>	<b>ELL</b>
<b>ELA/RDG</b>	61	54	59	70	66	25	57	42
<b>WRITING</b>	59	50	59	68	50	37	89	88
<b>MATH</b>	75	69	75	79	71	43	72	63
<b>SCIENCE</b>	67	56	66	79	82	41	63	34
<b>SOC STUDIES</b>	73	65	70	84	75	42	67	34

## **Comprehensive Needs Assessment Data Documentation**

The following data sources were used to verify the needs assessment analysis

### **Accountability Data:**

Texas Academic Performance Report  
Performance Index Framework Data  
System Safeguards and Texas Accountability Intervention System data  
Accountability Distinction Designations  
PBMAS data  
Community and student engagement rating data

### **Student Data:**

State accountability assessment data  
STAAR  
TELPAS Data  
Local assessment data

### **Student Data:**

Student race and ethnicity data  
Special education student data  
ELL student data

### **Employee Data:**

Staff surveys

### **Parent/Community Data:**

Community surveys

District Action Team Meetings



## Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students;

Program/Funding Source	Program/Funding Source
Federal Programs	State Programs/Funding Source
Title 1, Part A	Student Success Initiative
Title I, Part C (Migrant) – Region VII	Career/Technology Education
Title II, Part A (TPTR)	State Compensatory Education
Title VI, Part B Rural/Low Income	Dyslexia
Special Education	Gifted/Talented
Carl Perkins	Special Education
Title III, Part A	Bilingual/ESL Program
Title VB, Part B	<b>Additional Funding Resources</b>  <b>Grants</b> Focus School Grant Texas 21 <sup>st</sup> Century Community Learning Centers Grant

**DISTRICT GOAL #1**

**DISTRICT GOAL: PISD will educate, empower and communicate with all stakeholders to increase STAAR scores and provide a solid foundation in the core academic areas.**

**DISTRICT OBJECTIVE: By the end of the 2017-2018 School year, test scores will increase in all areas.**

**SUMMATIVE EVALUATION: State Assessment Results/PBMAS: increase in % of students passing all state tests.**

Activity/Strategy	Responsibility of:	Timeline	Resources	Formative Evaluation
<p>Create an environment of increased accountability for all staff.</p> <ul style="list-style-type: none"> <li>• Aligned scope and sequence for core areas</li> <li>• Integration of technology in all core areas</li> <li>• Utilization of Instructional Coaches/Department Leaders at PLC Meetings</li> <li>• Administrative Walk-throughs</li> </ul>	<p>Campus Principals Campus Teachers Instructional Teams Instructional Services Department</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p> <p>Staff Time Contribution</p>	<p>Increase in % of students passing assessments Administrator walk-through Lesson plans will indicate technology integration Benchmark assessments</p>
<p>Ensure delivery of TEKS-based instruction through development and use of a vertically and horizontally aligned curriculum in core content areas and incorporate scientifically based research strategies that strengthen the English Language Arts instruction.</p> <ul style="list-style-type: none"> <li>• English Language Arts/Reading Instruction will be designed and taught to ensure that students are able to read on grade level.</li> <li>• English Language Arts/Reading instruction will meet the needs of all learners.</li> <li>• Writing instruction will focus on writing on grade level.</li> <li>• Enrichment programs will focus on enrichment of grade level curriculum with more rigorous and higher level thinking activities.</li> </ul> <p>Programs used by not limited to include:</p> <ul style="list-style-type: none"> <li>• AP and Pre AP Launch,</li> <li>• Tutoring</li> <li>• intervention groups,</li> <li>• Daily 5 Initiative</li> <li>• Guided Reading</li> <li>• iStation</li> <li>• TPRI</li> <li>• DRA</li> <li>• Renaissance Learning</li> <li>• Extended Day/Year (TACE)</li> <li>• Lucy Caulkins Writing</li> <li>• Edmentum</li> </ul>	<p>Campus Principals Campus Teachers Instructional Teams Instructional Services Department</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>SCE Funds \$2,966,012.00</p> <p>21<sup>st</sup> Century Grant</p> <p>Staff Time Contribution</p>	<p>Increased passing rate of all students on various assessments</p> <p>Increased reading levels Improved ACT/SAT test scores Increased number of students enrolled in Pre AP, AP/Dual Classes</p>

<p>Ensure delivery of TEKS-based instruction through development and use of a vertically and horizontally aligned curriculum in core content areas and incorporate scientifically based research strategies that strengthen math instruction.</p> <ul style="list-style-type: none"> <li>• Math instruction will focus on grade level teks for all grades.</li> <li>• Courses will be available to meet the needs of all students and student groups.</li> <li>• Programs used but not limited to include: <ul style="list-style-type: none"> <li>• AP and Pre AP, Dual classes</li> <li>• Launch</li> <li>• Tutoring</li> <li>• intervention groups</li> <li>• MATH Initiative</li> <li>• Edmentum</li> <li>• TEKS Resource materials.</li> </ul> </li> </ul>	<p>Campus Principals Campus Teachers Instructional Teams Instructional Services Department</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>SCE Funds \$2,966,012.00 21<sup>st</sup> Century Grant</p> <p>Staff Time Contribution</p>	<p>Increased passing rate of all students on various assessments</p> <p>Increased math readiness skills Improved ACT/SAT test scores Increased number of students enrolled in Pre AP, AP/Dual Classes Increase number of students enrolled in STEAM classes</p>
<p>Ensure delivery of TEKS-based instruction through development and use of a vertically and horizontally aligned curriculum in core content areas and incorporate scientifically based research strategies that strengthen Social Studies instruction. Social Studies instruction will be available to all students with an emphasis placed on critical thinking skills. Students will be able to demonstrate an understanding of key concepts and apply appropriately.</p> <ul style="list-style-type: none"> <li>• Programs used but not limited to include: <ul style="list-style-type: none"> <li>• AP and Pre AP</li> <li>• Dual classes</li> <li>• Launch</li> <li>• Tutoring</li> <li>• intervention groups</li> <li>• Edmentum</li> <li>• TEKS Resource materials</li> </ul> </li> </ul>	<p>Campus Principals Campus Teachers Instructional Teams Instructional Services Department</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>SCE Funds \$2,966,012.00 21<sup>st</sup> Century Grant</p> <p>Staff Time Contribution</p>	<p>Increased passing rate of all students on various assessments</p> <p>Improved ACT/SAT test scores Increased number of students enrolled in Pre AP, AP/Dual Classes</p>
<p>Ensure delivery of TEKS-based instruction through development and use of a vertically and horizontally aligned curriculum in core content areas and incorporate scientifically based research strategies that strengthen Science instruction. Programs used but not limited to include:</p> <ul style="list-style-type: none"> <li>• AP and Pre AP, Dual classes</li> <li>• Launch,</li> <li>• Tutoring</li> <li>• intervention groups,</li> <li>• Edmentum</li> <li>• TEKS Resource materials</li> <li>• PLTW-STEM/STEAM Programs</li> <li>• ICEE Success Activities</li> <li>• Scientific Minds</li> <li>• CAMP</li> </ul>	<p>Campus Principals Campus Teachers Instructional Teams Instructional Services Department</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>SCE Funds \$2,966,012.00 21<sup>st</sup> Century Grant</p> <p>Staff Time Contribution</p>	<p>Increased passing rate of all students on various assessments</p> <p>Improved ACT/SAT test scores Increased number of students enrolled in Pre AP, AP/Dual Classes Increase number of students enrolled in STEAM classes</p>

All students have an equal opportunity to participate in Liberal and Performing Arts courses. The courses will have leveled curriculum and differentiate instruction for students with diverse needs.	Asst. Superintendent of Instruction Spec. Ed. Director Campus Principals Staff	Aug 2017- June 2018	Title I Budget \$980,858.00 Local Budget – Look in campuses needs summary SCE Funds \$2,966,012.00  Staff Time Contribution	Increase in number of students enrolled in Arts based classes.
Career and Technology classes will be offered to all students. All students will have a pathway in Achieve Texas.	CTE Director	Aug 2017- June 2018	Perkins Funds Local Funds	Increase number of students enrolled in CTE classes in a coherent sequence.
Increase performance on testing indicators for all populations served.	Campus Principals Campus Teachers Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00  SCE Funds \$2,966,012.00 21 <sup>st</sup> Century Grant  Staff Time Contribution	Meet standard on state accountability for 2017-2018. Decrease number of safeguards.
Provide staff development in all academic areas.	Campus Principals Campus Teachers Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00  SCE Funds \$2,966,012.00 21 <sup>st</sup> Century Grant  Staff Time Contribution	Improved test scores in all areas.
Create a learning community environment for all students: Enforcement of Student code of Conduct Shared pride in accomplishments Increase enrollment in Pre AP, AP, and Dual Enrollment Classes	Campus Principals Campus Teachers Instructional Teams	Aug 2017- June 2018		Improved student performance on assessments Decrease in number of office referrals and tardies from previous semester
Enhance quality and access to professional development to meet the needs of ELL's and Special Education Students in the least restrictive environment.	Campus Principals Campus Teachers Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00 Title 3 funds  SCE Funds \$2,966,012.00	Increase in student performance
Provide staff development/supplemental materials for all faculty and staff: <ul style="list-style-type: none"> <li>• Curriculum alignment</li> <li>• Curriculum development</li> <li>• Assessment development</li> <li>• Accelerating Instructional</li> <li>• Differentiated Instruction</li> </ul>	Campus Principals Campus Teachers Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00  SCE Funds \$2,966,012.00 21 <sup>st</sup> Century Grant Priority Grant	Administrator Walk Throughs Increase in passing rates on assessments

<ul style="list-style-type: none"> <li>• ELL Strategies</li> <li>• Classroom Management</li> <li>• Harassment, bullying, dating violence</li> <li>• Technology</li> <li>• Regions 7 and 13 workshops</li> <li>• CAST</li> <li>• Daily 5/Cafe</li> <li>• Content Specific Workshops in core academic areas</li> <li>• STAAR/EOC Trainings/updates</li> <li>• College Readiness</li> </ul>				
Use disaggregated data to prepare for class placement and instruction.	Campus Principals Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00  SCE Funds \$2,966,012.00 21 <sup>st</sup> Century Grant Priority Grant	Students are appropriately placed in classes
<b>FOREIGN LANGUAGE:</b> Foreign Language classes are offered for all students needing foreign language credits to meet college entrance requirements and for those who choose to take a foreign language for personal reasons. STAAR Distinction	Campus Principals Counselors	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary SCE Funds \$2,966,012.00  Staff Time Contribution	Transcripts
<b>RESEARCH STRATEGIES:</b> Scientifically based research strategies will be used in all disciplines to meet the needs of the spectrum of students served are as follows: <ul style="list-style-type: none"> <li>• Ongoing assessments to determine the skill level acquisition and to facilitate the identification of needed modifications</li> <li>• Leveled texts and curriculum to ensure the building of a strong foundation</li> <li>• Extended learning time</li> <li>• Mandatory tutorials including all special programs</li> <li>• Supplemental classes</li> <li>• Multi-sensory approach</li> <li>• Computer facilitated learning</li> <li>• Cooperative learning</li> <li>• Flexible grouping</li> <li>• Textbooks</li> <li>• Accelerated instruction</li> <li>• Manipulatives</li> <li>• SIM Strategies</li> <li>• Formative Assessment</li> <li>• After school tutorials/TACE</li> </ul>	Campus Principals Campus Teachers Instructional Teams Instructional Services Department	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary SCE Funds \$2,966,012.00  21 <sup>st</sup> Century  Staff Time Contribution	State Assessments Benchmarks CBA's

**DISTRICT GOAL #2**

**DISTRICT GOAL: Attract and retain a highly qualified faculty and provide all teachers with staff development that assures all state mandates regarding faculty training requirements and all priority district needs are met.**

**DISTRICT OBJECTIVE: 100% of all new personnel hires are highly qualified.**

**Summative Evaluation: Increase student achievement as teachers and paraprofessionals gain prerequisite skills for teaching effectively to all populations of students.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Palestine ISD will actively recruit and hire qualified professional staff. Strategies used will include:</p> <ul style="list-style-type: none"> <li>• Attending career fairs at colleges/universities in Texas</li> <li>• Working with Region VII ,I Teach Texas and ECAP</li> <li>• Utilization of TASA net, District website, and Region VII ESC Personnel Services Coop to advertise open positions</li> <li>• Job fairs at colleges/universities of minority populations</li> <li>• District sites, including special education and federal programs, will work cooperatively with the personnel department, planning for staffing needs of all sites, ensuring effectiveness in interviewing and selection of staff</li> <li>• Utilization of State Compensatory, Title I, and Title II to employ highly qualified teachers to supplement basic education programs by reducing the student/teacher ratio during the school year and for summer programs</li> <li>• Child care offered to employees</li> <li>• Wellness activities</li> <li>• Stipends for bilingual, math, science and Spanish Teachers</li> <li>• Tuition Reimbursement Program</li> <li>• Mentoring program for new teachers</li> </ul>	<p>Human Resource Department Campus Principals</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00 Title I D Budget Title II Budget Title III Budget</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds</p> <p>21<sup>st</sup> Century Grant Priority Grant</p>	<p>Recruiting policies are in effect to ensure Palestine ISD will be able to fully staff all campuses with Highly Qualified personnel.</p>

**DISTRICT GOAL #2**

**District Goal: Attract and retain a highly qualified faculty and provide all teachers with staff development that assures all state mandates regarding faculty training requirements and all priority district needs are met.**

**DISTRICT OBJECTIVE: 100% of core academic classes will be taught by highly qualified teachers, 100% of paraprofessionals with instructional duties will me NCLB requirements and 100% of staff will be maintained.**

**Summative Evaluation: 100% of core academic classes will be taught by highly qualified teachers and 100% of staff will be maintained.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Recruit and maintain high quality, certified and highly qualified teachers. Hiring practices will include hiring diverse teachers and principals to help reduce turnover through mentoring, and leadership development.	Human Resources Department Campus principals Instructional Services Team	Fall, Spring	Title Funds Local Funds	100% of teachers highly qualified
Recruit and maintain highly qualified paraprofessional staff.	Campus Administration Human Resources Department	Fall, Spring	Title Funds Local Funds	100% paraprofessionals highly qualified
To ensure the district Professional Development meets the needs of teachers in the area of sustainability and appropriate rigor, the district will provide training in: <ul style="list-style-type: none"> <li>• TEKS and STAAR/EOC</li> <li>• Scientifically research based strategies to meet the learning needs of all students</li> <li>• Strategies that will enable all children to meet the same challenging state content &amp; challenging state student performance standards.</li> <li>• Professional Learning Communities</li> <li>• Technology application in the classroom</li> <li>• Training in content areas</li> <li>• Instructional Leadership Training</li> </ul>	Instructional Services Dept. Campus Principals	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00	Increase in student performance on state assessments (STAAR, EOC, ACT, SAT, Dual Classes)

**DISTRICT GOAL #3**

**DISTRICT GOAL:** Maintain a safe and orderly environment through implementation to create an atmosphere conducive to learning.

**DISTRICT OBJECTIVE:** A safe, orderly environment will be achieved through the implementation strategies evidenced by a reduction in the number of incidents reported and by an increase in student achievement.

**Summative Evaluation:** Palestine students have a heightened awareness of the dangers of substance use and abuse.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Follow the PISD Safety Plan and provide training for all staff and students: <ul style="list-style-type: none"> <li>• Fire Safety Drills</li> <li>• Evacuation Plan</li> <li>• Tornado Drills</li> </ul>	Principals School Resource Officer	Each six weeks	Local funds	Successful drills
Students will be provided opportunities for learning about positive roles, careers and decision making through: <ul style="list-style-type: none"> <li>• Character Ed programs</li> <li>• Bullying program – Training and strategies in classroom</li> <li>• DARE</li> <li>• Red Ribbon Week</li> <li>• Random Drug Testing</li> <li>• Safety Organization Plan</li> <li>• Safety Committee</li> <li>• SHAC – School Health Advisory Council – Council works together to improve the health and safety of all students and families of PISD</li> <li>• SB 460–Youth Mental Health First Aide</li> </ul>	Principals Team Leaders CAT Parent Team Staff	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00	Discipline referrals PEIMS Incident Report Drug testing results
Students will participate in programs that address the following areas: <ul style="list-style-type: none"> <li>• Prevention of use, possession and distribution of tobacco, alcohol and illegal drugs</li> <li>• Improve attitudes and self-esteem</li> <li>• Understand expectations and self-image</li> <li>• Sexual abstinence</li> <li>• Social skills</li> <li>• Detention</li> <li>• Dating violence awareness/prevention</li> <li>• Sexting awareness/prevention</li> <li>• Cyber bullying awareness/prevention</li> <li>• Gang prevention and intervention</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Principals</li> <li>• CAT</li> <li>• Security personnel</li> <li>• SRO</li> <li>• Counselors/Staff</li> </ul>	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00	Discipline referrals PEIMS Incident Report Drug testing results



<p>In an effort to promote “Safe Schools” Palestine ISD will promote special initiatives and activities that support the Safe School environment through:</p> <ul style="list-style-type: none"> <li>• Consistent discipline management program will be adhered to during the school year</li> <li>• The Raptor system is used at each campus to screen visitors</li> <li>• School Messenger is used to contact parents and deliver messages</li> <li>• Penalty guidelines chart will be presented to all students at PHS and PJH for their understanding</li> <li>• Faculty members, district-wide will receive training in conflict resolution and discipline strategies to include classroom management, district discipline policies and the student code of conduct (CIP)</li> <li>• Alternative instructional arrangements</li> </ul>	Campus Principals	Aug 2017- June 2018	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	District and Campus Safety plans
<p>Campuses will evaluate the safety and security of the facility by implementing and continuing:</p> <ul style="list-style-type: none"> <li>• Student parking permits</li> <li>• Visitor check in</li> <li>• Cameras</li> <li>• ID badges for staff and secondary students</li> <li>• Safety Plan</li> </ul>	• Campus Principals	Aug 2017- June 2018	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	District and Campus Safety plans

**DISTRICT GOAL #4**

**DISTRICT GOAL: Increase positive attitude of School District throughout Community by fostering Community Partnerships.**

**DISTRICT OBJECTIVE: Students attendance will increase at each campus.**

**Summative Evaluation: Student attendance will reach 97% for 2017-2018.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Parents will be provided (Spanish/English) attendance requirements through Student/Parent handbook, during Open House, and during parent meetings to promote student attendance. Other strategies include: Monitoring of individual student attendance by phone calls and letters to parents</p> <ul style="list-style-type: none"> <li>• Recognition of students with perfect attendance</li> <li>• Certificates/plaques/etc. given for perfect attendance</li> <li>• Academic pep rallies and award assemblies</li> <li>• School messenger program</li> <li>• District wide advisory program</li> <li>• Opportunities to make up attendance provided</li> <li>• TACE Parent Involvement Specialist</li> </ul>	<p>Campus Administrators SRO Attendance Officer</p>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	<p>Parent Meeting Schedule Sign- in sheets Phone log</p>
<p>Parents and stakeholders will serve on a strategic planning committee to establish and implement a 5 year plan to help meet the growth and changing needs of the district:</p> <ul style="list-style-type: none"> <li>• Increase community involvement</li> <li>• Planning for every aspect of the district involvement.</li> <li>• Focuses on programs and projects</li> <li>• Focuses on maintenance of organization</li> </ul>	<p>Superintendent Committee Members</p>	<p>Aug 2017- June 2018</p>	<p>Local Budget 21<sup>st</sup> Century Grant</p>	<p>Meeting Schedule Sign- in sheets Minutes</p>

**DISTRICT GOAL #4:**

**DISTRICT GOAL #4: Increase positive attitude of School District throughout Community by fostering Community Partnerships.**

**DISTRICT OBJECTIVE: Student achievement will increase 10% on STAAR/EOC by involving parents and community in participating in all facets of the student’s educational process as indicated in individual campus plans.**

**Summative Evaluation: Student failures will decrease and student attendance will increase as a result of increased parent participation.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Communications will be provided in both English and Spanish. Spanish translators will be available at Parent workshops, PTO meetings and Academic Open Houses each semester. Parent Night will be held to explain STAAR.	<ul style="list-style-type: none"> <li>• Campus Principals</li> </ul>	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00	Teacher contact logs Sign- in sheets Minutes Agendas Monday Folders/Planners
Parent Centers at each campus Parent training for STAAR Education for non-English speaking parents (at night) Easier access to Skyward Communication Board visible to parents English classes for Spanish parents Parent computer classes Homework Training for Parents Family Educational Learning Activities	<ul style="list-style-type: none"> <li>• Campus Principals</li> </ul>	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00  21 <sup>st</sup> Century Grant	Parent Meeting Schedule Sign in sheets Phone logs
Inclusion of parents in the development, review, and evaluation of the campus and district improvement plans.	<ul style="list-style-type: none"> <li>• Campus Principals</li> <li>• CAT Committees</li> </ul>	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary  SCE Funds \$2,966,012.00	A current DIP approved by the Palestine ISD Board of Trustees  DPDMC minutes will reflect that the activity has been implemented as prescribed, with revision being made to the DIP as needed.

**DISTRICT GOAL #4:**

**DISTRICT GOAL #4: Increase positive attitude of School District throughout Community by fostering Community Partnerships.**

**DISTRICT OBJECTIVE: Student achievement will increase 10% on STAAR/EOC by involving parents and community in participating in all facets of the student’s educational process as indicated in individual campus plans.**

**Summative Evaluation: Student failures will decrease and student attendance will increase as a result of increased parent participation.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
At least two parent-teacher conferences will be scheduled throughout the year at the parent’s convenience. Home visits will also be scheduled as needed to confer with parents.	Campus Principals Teachers	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary SCE Funds \$2,966,012.00  21 <sup>st</sup> Century Grant	Teacher contact logs Sign- in sheets Minutes Agendas
Conferences will be scheduled and held for parents of any student who meet the following criteria: Not mastering the State academic standards Student is to be retained Is failing to accrue appropriate high school credits Is to attend summer school Is to be assigned to the DAEP Not meeting grade level standards during the year	Campus Principals Counselors Teachers	Aug 2017- June 2018	Title I Budget \$980,858.00  Local Budget – Look in campuses needs summary 21 <sup>st</sup> Century Grant  SCE Funds \$2,966,012.00	Teacher contact logs Sign- in sheets Minutes Agendas
Businesses and Dad’s Mentoring Programs on campuses to provide positive role models for young students.  PHS and PJH community outreach program.	Campus Principals Counselors Teachers	Aug 2017- June 2018	Local Budget – Look in campuses needs summary  21 <sup>st</sup> Century Grant  SCE Funds \$2,966,012.00	Sign- in sheets

**DISTRICT GOAL #4:**

**DISTRICT GOAL #4: Increase positive attitude of School District throughout Community by fostering Community Partnerships.**

**DISTRICT OBJECTIVE: Federal/State/Local programs will be coordinated to improve student achievement.**

**Summative Evaluation: PISD parents will become full partners with educators in the education of their student(s).**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Palestine ISD will use efficient communication strategies to share all PISD programs and service information to encourage participation.</p>	<ul style="list-style-type: none"> <li>• Campus Principals</li> <li>• Counselors</li> </ul>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	<ul style="list-style-type: none"> <li>• Sign in sheets</li> <li>• Website</li> <li>• Palestine Herald-Press</li> <li>• Parent Involvement Tips</li> <li>• TACE</li> <li>• Community Service Projects</li> <li>• Parent/Teacher conferences</li> <li>• PTO Nights</li> <li>• Open Houses</li> <li>• Freshman Orientation</li> <li>• Social Media</li> <li>• Multimedia Broadcast</li> </ul>
<p>District wide meetings are held periodically to ensure that parents are aware of the federal and state educational programs and services in which Palestine ISD participates and that are available to their students at Palestine ISD.</p>	<ul style="list-style-type: none"> <li>• Campus Principals</li> </ul>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	<p>Parents are notified of the federal and state regulations governing educational programs and support services through:</p> <ul style="list-style-type: none"> <li>• Teacher contact logs</li> <li>• Sign in sheets</li> <li>• Minutes</li> <li>• CIP</li> <li>• Surveys</li> </ul>
<p>Parents are notified of the federal and state regulations governing educational programs and support services which include the following: An annual review, adoption and dissemination of the campus parent involvement policy and the school/parent/ student compacts Development of a Special Education Continuous Improvement Plan. (This team reviewed all of the findings and planned activities to achieve the desired results)</p>	<ul style="list-style-type: none"> <li>• Campus Principals</li> <li>• CAT Committees</li> </ul>	<p>Aug 2017- June 2018</p>	<p>Title I Budget \$980,858.00</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p>	<p>A current DIP approved by the Palestine ISD Board of Trustees</p> <p>DPDMC minutes will reflect that the activity has been implemented as prescribed, with revision being made to the DIP as needed.</p>

**SAFEGUARDS: Address Academic Mastery of special education students, and continue to increase math scores to passing standards.**

**DISTRICT GOAL #1: Educate, empower and communicate with all stakeholders to show an increase STAAR scores across all subject areas with an emphasis on math and science as well as targeting College Readiness and CTE Certifications.**

**DISTRICT OBJECTIVE: Students will be involved in an educational process that ensures that they will have the same opportunity to meet challenging state content and performance standards regardless of their demographics.**

**Summative Evaluation: 100% of students achieve 75% mastery on informal and formal assessments.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Pre-K students will do phonemic awareness checklist to be sent with students to be used in K.	Principal Teacher Asst. Superintendent Instructional Services	2017-2018 school year	Local Budget  Staff Time Contribution	Checklist
Provide Language for Learning Program for students struggling in language acquisition ELL at Washington and Northside.	Principal Rt/LPAC Speech Teacher	2017-2018 school year	Title Budget Local Budget	Weekly Checklist
Smart technology training to maximize student engagement.	Campus Principals Team Leaders CAT Technology Director	2017-2018 school year	Title I Budget \$ 1,053, 688.00 Local Budget – Look in campuses needs summary SCE Funds \$2,966,012.00 Staff Time Contribution	Teacher lesson plans will indicate that 100% of the classroom teachers use technology to support the instructional process at least once each week.
Utilize TACE program for tutoring in all sub population areas for ELA/Math.	Principal Classroom Teacher Curriculum Office TACE	2017-2018 school year	TACE Local Funds	Increased student achievement in reading, writing, math on benchmarks, CBA, state testing.
Set performance goals for all students with emphasis on Hispanic students. Extended learning opportunities prior to assessments to insure student success with focus on closing the gap of Hispanic students. Incorporate ELL strategies such as SIOPP and content specific ELL instructional strategies. Utilize ELPS to increase student understanding and performance. Teachers will receive professional development on strategies to improve comprehension for our ESL/Bilingual and monitored students.	Principal Classroom Teacher Curriculum Office	2017-2018 school year	Title I Budget \$980,858.00 Local Budget SCE Funds \$2,966,012.00 Title III Staff Time Contribution Priority Funds	Increased student achievement in reading, and writing on benchmarks, and CBAs. <ul style="list-style-type: none"> <li>• Woodcock-Munoz</li> <li>• Subjective teacher evaluation</li> <li>• Parental evaluation</li> <li>• Standardized tests (STAAR, TELPAS)</li> </ul>

**SAFEGUARDS: Address Academic Mastery of Subgroup Populations in ELA/Math to meet 75% passing.**

**DISTRICT GOAL #1: Educate, empower and communicate with all stakeholders to show an increase STAAR scores across all subject areas with an emphasis on math and science as well as targeting College Readiness and CTE Certifications.**

**DISTRICT OBJECTIVE: Students will be involved in an educational process that ensures that they will have the same opportunity to meet challenging state content and performance standards regardless of their demographics.**

**Summative Evaluation: 100% of students achieve 75% mastery on informal and formal assessments.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p><b>ENGLISH LANGUAGE:</b>            English Language Arts will be appropriately grouped, with flexible grouping used as a strategy for accelerating the instruction of all students; the low achiever to the GT to sustain their reading level. All students will be on grade level in Reading by the end of their 3<sup>rd</sup> grade year.</p> <p>Implement Cat Connections/SWAG</p> <p>Optional FLEX Day</p> <p>STAAR tutoring            Intervention groups            Literacy/Phonics Initiative/Guided Reading (K-3)            Handwriting (K-3)            Continue 8 period days for PHS and PJH            Istation (k-8)            DRA            Accelerated Reader            Summer Reading</p> <p>Provide extending learning opportunities for all students outside of the regular school day</p> <p>Conduct data analysis once per six weeks to track class/student progress on, Benchmarks and CBA data and include demographic/student population information.</p> <p>Set performance goals for all students with emphasis on AA and Hispanic students. Extended learning opportunities prior to assessments to insure student success with focus on closing the gap of AA and Hispanic students.</p> <p>Utilize STAAR formatted, research based materials to prepare for standardized testing.</p> <p>Incorporate vertically aligned ELA vocabulary lists</p> <p>Require Writing across disciplines, utilizing writing strategies to develop strong teaching practices in all cores.</p>	<p>Principals            Instructional Services</p>	<p>2017-2018 School year</p>	<p>Title I Budget            \$1,053,688</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds            \$2,966,012.00</p> <p>Staff Time Contribution</p>	<p>State Assessments            Istation            Brigance            CIRCLE            Benchmarks            CBA's            Phonics Red Inventory            DRA</p>

**SAFEGUARDS: Address Academic Mastery of Subgroup Populations in ELA/Math to meet 75% passing.**

**DISTRICT GOAL #1: Educate, empower and communicate with all stakeholders to show an increase STAAR scores across all subject areas with an emphasis on math and science as well as targeting College Readiness and CTE Certifications.**

**DISTRICT OBJECTIVE: Students will be involved in an educational process that ensures that they will have the same opportunity to meet challenging state content and performance standards regardless of their demographics.**

**Summative Evaluation: 100% of students achieve 75% mastery on informal and formal assessments.**

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p><b>MATH:</b> Math courses available at Palestine ISD will meet the needs of all students &amp; all student groups, from the low achiever to the GT student. The priority of each course is to teach at a level that encourages all students to meet their potential. Math will be taught at a greater depth at each grade level. All students will be on grade level in Math by the end of their 3<sup>rd</sup> grade year.</p> <p>STAAR tutoring Intervention groups Optional FLEX Day Implement Cat Connections/SWAG Ignite/Study Island Provide extending learning opportunities for all students outside of the regular school day. TACE Math intervention Program (Progress Monitoring (Screener) Incorporate vertically aligned Math vocabulary lists. Conduct data analysis sessions each six weeks to track progress. Utilize STAAR formatted, research based materials to prepare for standardized testing.</p>	<p>Asst. Superintendent of Instruction Spec. Ed. Director Campus Principals Staff</p>	<p>2017-2018 School year</p>	<p>Title I Budget \$1,053,688</p> <p>Local Budget – Look in campuses needs summary</p> <p>SCE Funds \$2,966,012.00</p> <p>Staff Time Contribution 21<sup>st</sup> Century Grant</p>	<ul style="list-style-type: none"> <li>• State Assessments</li> <li>• Brigance</li> <li>• CIRCLE</li> <li>• Benchmarks</li> <li>• CBA's</li> </ul>



