

GROVETON ISD

District Improvement Plan 2017-2018



B.E.S.T – Building Excellence in Students and Teachers

Date Approved:

January 22, 2018

Title I School Wide Program Plan

1. Comprehensive needs assessment of the entire school.
2. School wide reform strategies.
3. Instruction by highly qualified teachers.
4. High-quality and ongoing professional development.
5. Attract highly qualified teachers to high-need schools.
6. Increase parental involvement.
7. Assist preschool children in the transition to local elementary program.
8. Include teacher in the decisions regarding the use of academic assessments.
9. Effective, timely assistance for students.
10. Coordination and integration of federal, state, and local services and programs.

Every Student Succeeds Act (ESSA) Goals

- Holding all students to high academic standards that prepare them for success in college and careers;
- Ensuring accountability and guaranteeing that when students fall behind, steps are taken to help them and their schools improve, with a particular focus on the very lowest-performing schools, high schools with high dropout rates, and schools where subgroups are falling behind;
- Continuing to ensure that parents and educators have annual assessment information about how students are doing, while supporting states and districts in reducing unnecessary, onerous and redundant testing;
- Empowering state and local decision-makers to develop their own strong systems for school improvement;
- Protecting students from low-income families and students of color from being taught at disproportionate rates by ineffective, inexperienced, and out of field teachers.

2017-2018 Groveton Independent School District Comprehensive Needs Assessment

Groveton ISD conducted a Needs Assessment for the 2017-2018 school year. Data from the following 8 areas was examined and needs identified:

- 1. Demographics**
- 2. Student Achievement**
- 3. Completion Rate/Dropout Rate**
- 4. Staff Quality, Recruitment and Retention**
- 5. School Culture and Climate**
- 6. Curriculum, Instruction and Assessment**
- 7. School Organization**
- 8. Technology**

A committee made up of the assistant superintendent, central office professional staff, campus principals, teachers, parents, and business and community representatives was convened to examine each area listed above. The committee examined and discussed data and made a prioritized list of needs for each area. The committee then assisted the superintendent's designee in summarizing the needs and writing the comprehensive needs assessment.

1. Demographics

Data Sources Reviewed:

- PEIMS Reports
- 2016-2017 Texas Academic Performance Report

In the 2016-2017 school year, Groveton ISD achieved an accreditation rating of Met Standard.

The following chart outlines the numbers and percentages of students by grade.

Groveton Independent School District		
Students	Count	Percent
Total	766	100%
Pre-Kindergarten	31	4.0%
Kindergarten	55	7.2%
Grade 1	62	8.1%
Grade 2	62	8.1%
Grade 3	59	7.7%
Grade 4	57	7.4%
Grade 5	55	7.2%
Grade 6	57	7.4%
Grade 7	53	6.9%
Grade 8	64	8.4%
Grade 9	53	6.9%
Grade 10	58	7.6%
Grade 11	45	5.9%
Grade 12	55	7.2%

The ethnic distribution across the district is: 6.2% African American, 10.9% Hispanic, 77.1% White, 0.3% American Indian, 0.3% Asian and 5.2% two or more races. Over the last three years the Hispanic population has increased. GISD has 56.1% of students are considered economically disadvantaged.

All teachers at the elementary campus are highly qualified (100%). 1 teacher on the junior high/high school campus began the year working to become state certified in the subject area they are assigned to teach.

Summary of Identified Needs:

- a) A growing LEP population.
- b) Meet the needs of the at-risk population.
- c) Increase the number of college-ready graduates
- d) Create awareness and importance of post-secondary education to all students.
- e) Increase the number of CTE certifications of students

2. Student Achievement

Data Sources Reviewed

- 2016-2017 Texas Academic Performance Report
- 2017 PBMAS

STAAR % at Approaches Grade Level or Above

All Subjects	State	Region 6	District
Class of 2017	75%	76%	76%
Reading			
Class of 2017	72%	73%	75%
Math			
Class of 2017	79%	80%	79%
Writing			
Class of 2017	67%	66%	65%
Science			
Class of 2017	79%	80%	84%
Social Studies			
Class of 2017	77%	79%	70%

ACT/SAT Results

ACT/SAT Results (tested)	District	African American	Hispanic	White
Class of 2015	58.0%	60.0%	*	59.5%
Class of 2016	53.3%	20.0%	*	59.4%
At/Above Criterion	District	African American	Hispanic	White
Class of 2015	17.2%	*	*	20.0%
Class of 2016	16.7%	*	*	21.1%
Average SAT Score	District	African American	Hispanic	White
Class of 2015	1402	*	*	1416
Class of 2016	1383	*	*	1436
Average ACT Score	District	African American	Hispanic	White
Class of 2015	*	*	*	*
Class of 2016	18.7	-	-	19.2

Summary of Identified Needs:

- a) Continue to follow a vertically aligned curriculum district-wide. **PBM
- b) Staff development in effective teaching strategies.
- c) Professional development on strategies of instructional effectiveness in STAAR/EOC objectives.
- d) Determine online resources for English Language Learners
- e) Increase the number of student graduating with endorsements under the foundation plan.
- f) Encourage male CTE students to complete nontraditional courses

ESL Program

AMAO 1 Progress in Learning English
K-12 students who progressed at least on level in English on the TELPAS Composite score.

Groveton percent of students who made progress: 100%
TEA has not yet established the 2016-2017 goal for this AMAO.
TEA’s last published goal was **50%**.

AMAO 2 Attainment of Advanced High on TELPAS Composite
K-12 students who reached Advanced High on TELPAS Composite Score

Students who have been in the ESL program for 1-4 years:
Groveton Percent who reached advanced high on TELPAS: 60%
TEA has not yet established the 2016-2017 goal for this AMAO.
TEA’s last published goal was **15%**.

Students who have been in the ESL program for more than 5 years:
Groveton Percent who reached advanced high on TELPAS: 50%
TEA has not yet established the 2016-2017 goal for this AMAO.
TEA’s last published goal was **29%**

AMAO 3 LEP Students (plus students who have been exited out of
the ESL program for one or two years) Meeting AYP in Reading and Math

To meet the minimum size requirement for AMAO 3, there must be at least 25 ELL students across all grade levels, and that group must comprise at least 10 per cent of all test takers in the subject. At this time, GISD does not meet this size requirement.

Number of trained teachers: 1 Certified ESL instructor
3 sixth grade teachers trained in Sheltered
Instruction

Frequency, scope and results of the training

The ESL teacher was trained in LPAC procedures, TELPAS procedures, ELPS, STAAR and EOC procedures, as well as Sheltered Instruction training through ESC 6. She participated in distance learning TETNs provided by TEA and by Region 6 Service Center. As a result, the teacher shared knowledge with regular classroom teachers and aides who work with LEP students. All Elementary teachers have been trained in using the ELPS. Groveton schools conducted successfully all LPAC and TELPAS procedures, and enjoyed much success in the ESL program, as shown by the AMAO results.

Number of new students tested for fluency in English this year:

(That is, students who are new to US schools whose home language is something other than English)

K-2: 1 students

Grades 3-12: 0 students

Number of students exited from the program at the end of this year:

(Pending receipt of ITBS scores) 6 students

Goals for 2017-2018

Groveton's goal, as always, is to meet or exceed the standards set by state and federal goals in AMAO 1, AMAO 2 and AMAO 3. Another goal is to get all secondary teachers trained in Sheltered Instruction Techniques, with one grade level trained per year.

Plans for meeting goals

Teachers will attend trainings offered through ESC 6 Service Center.

The ESL teacher will work with non-ESL personnel to help them better understand how to help ESL students in the classroom.

The ESL teacher will work with parents of LEP students to help understand the how to best help their children with schoolwork.

3. Attendance/Completion Rate/Dropout Rate

Attendance Rate	State	Region 6	District
2014-2015	95.7%	95.9%	95.7%
2015-2016	95.8%	96.1%	95.7%
Annual Dropout Rate (Grades 7-8)			
2014-2015	0.3%	0.2%	0.0%
2015-2016	0.4%	0.1%	0.0%
Annual Dropout Rate (Grades 9-12)			
2014-2015	2.1%	1.5%	0.9%
2015-2016	2.0%	1.4%	3.4%

Summary of Identified Needs:

- a) Develop a 4-year plan for each student. **PBM
- b) Provide general construction classes for at-risk high school students.
- c) Offer credit recovery/summer school for students who need remediation/accelerated instruction. **PBM
- d) Provide before/after school tutorials.
- e) Provide DAEP program.
- f) Analyze staff survey.
- g) Decrease annual dropout rate. **PBM
- h) Increase the number of student graduating with endorsement and with CTE certificates.
- i) Encourage students to earn graduation endorsement

4. Staff Quality, Recruitment and Retention

Data Sources Reviewed:

- State Teacher Certifications
- Job Applications
- Teacher Turnover Rate

Groveton ISD employs 125 staff members: 74.5 Teachers, 21.8 Educational Aides, and 28.7 Auxiliary Staff. Groveton ISD has two campuses: Groveton Elementary, grades Pre-K – 5, serves students 381, Groveton Junior High/High School, grades 6 – 12 serves 385 students. Groveton Junior High/High School started the year with one teacher not fully certified in the assigned content area.

Groveton ISD advertises job vacancies using the school web site, posting on the TASA web site and through ESC Region 6. Campus administrators interview job candidates and make their recommendations to the superintendent and assistant superintendent.

Summary of Identified Needs:

- a) Use district and professional web sites to attract highly qualified teachers.
- b) Commit 5% of Title I funds to help teachers become highly qualified.
- c) Pay \$5000-dollar stipend to attract/ retain certified teachers in the area of math, science, foreign language.
- d) Grow Your Own Program

5. Curriculum, Instruction and Assessment

Data Sources Reviewed:

- DMAC Data
- Summary of Special Programs
- Benchmarks
- PBMAS

Dyslexia: There is a certified dyslexia specialist on each campus who has had training on the use of the DIP program for direct instruction. These specialists are also responsible for monitoring the progress of identified dyslexic students by accessing student grades/attendance, conferencing with students and parents and mentoring/supporting teachers who have identified dyslexic students in their classrooms. All students identified with dyslexia are referred to our 504 Coordinator for placement into our district 504 program.

Special Education: Groveton ISD continues to serve identified students through the special education department. Presently, across the two (2) campuses 5 teachers with special education certification are employed. On each campus, teachers and principal's work together to identify need specific professional development for teachers to attend. The integration of technology-based programs used in conjunction with classroom instruction to remediate weak areas of identified objective mastery (data gathered through DMAC Student Assessment module) is a recognized need.

Gifted and Talented: Groveton ISD has a plan for the identification and placement of gifted and talented students. This plan follows the guidelines set forth by the state. Students in kindergarten through grade 5 are served through a pullout program and meet once a week with a teacher trained in the education of gifted and talented students. Two teachers serve students in grades six through twelve – one serving 6th-8th grade students and one serving 9th-12th grade. The program for both Junior High and High School is a pullout program with the emphasis on enrichment of the standard curriculum. High school students that choose to participate are able to enroll in Dual Credit courses to acquire college credits while in high school.

ESL/Bilingual: Groveton ISD has a growing LEP population. At present the identified and served population PreK-12 is 27 students. Groveton ISD has one (1) ESL certified teacher who serves both campuses. This teacher instructs all ELL students, and monitors those who have exited the program as appropriate. Groveton ISD has 13 students that are actively learning English. These students are spread out throughout several grade levels from Pre K through Junior High. 14 students are being monitored while they are enrolled in regular English classes.

Title I: The Title I program is school-wide on both campuses. The district holds 2 meetings each year for the parents to explain the Title I program and receive input from the parents. Throughout the district there are 21.8 highly qualified instructional aides working under Title I program which classroom teachers to provide additional individualized and small group instruction to students. The district schedules two (2) open houses each year, one in the fall and one in the spring in addition to the parent night, which is held in conjunction with the library book fair. Before and after school tutorials are held at the Jr. High/High School and after school tutorials at the elementary school for students who are behind or struggling and need additional help. At the junior high school an additional period has been added to the schedule in Reading/Language Arts and Mathematics to provide students with increased time in these areas. Summer school is offered to at risk students K-8 who have failed a class or who have failed a part of the STAAR Assessment.

State Compensatory Education: Groveton ISD uses state compensatory funds to create remedial classes for students that have failed one or more of the state assessment tests in the areas of Mathematics, Reading/ELA and Science. These classes are built into the schedule, local credit is offered, and students receive accelerated, intensive instruction in the areas where state standards are not met. DAEP classes are used to promote dropout prevention. A teacher will be hired to run the Grad Point Lab in the summer to promote credit recovery.

Career and Technical Education: Groveton ISD offers classes in six (6) areas of Career and Technology education. The high school courses offered are in agriculture, cosmetology, building and trades, auto mechanics, business and home economics. At the junior high introduction to career investigations and general construction trades are classes offered for at risk students.

Summary of Identified Needs:

- a) Administer benchmark assessments to measure objectives that have been mastered.
- b) Continue to implement a district-wide vertically aligned curriculum.
- c) Provide training for teachers of special population students taking state assessments.
- d) Provide vocational classes for at-risk students.
- e) Provide additional instructional assistance for at-risk students.
- f) Increase the percentage of students being successful on the writing portion of STAAR/ EOC exams
- g) Provide RTI for the at-risk population
- h) Provide Peer tutoring for struggling students in HS/JH
- i) Increase the number of student graduating with Certificates in CTE courses.
- j) Work to decrease African American special education representation **PBM
- k) Provide training to prevent disproportionality amongst special students. **PBM

6. Family and Community Involvement

Data Sources Reviewed:

- Sign in Sheets
- Event Calendar
- Notes sent home
- Parent Survey's

Groveton ISD is a rural agricultural/ranching community in East Texas. Groveton ISD has a large elementary volunteer program, and strongly encourages parents and community members to become involved through booster clubs. The school-based activities provide many opportunities for both formal and informal parental contact. Open House, Parent Night at the Library and opening of the parent portal to give parents on-line access to their child's grades is several methods used to increase parental awareness. Notes home and phone calls from administrators and teachers help parents stay informed about their child's performance in school. Groveton elementary will create family nights to promote family involvement with their child's education.

Each year the district will host a Title I planning meetings to discuss with parents the goals and objectives of the Title I program and the impact of those goals and objectives on Groveton ISD students. Parent, student and teacher compacts will be signed and returned to the school.

In the spring of the year parent surveys will be sent home to get feedback from parents on how the school is meeting the needs of their children. ESC Region 6 will disaggregate the data from these surveys and report it back to the district. The site-based committees will review the results and make decisions based on the parental feedback.

Summary of Identified Needs:

- a) The library will host two parent nights each school year.
- b) Parent, student and teacher compacts will be signed and placed on file.
- c) Promote parent volunteer program, Booster clubs and Project celebration for parents to become involved
- d) Promote Health Fair
- e) Provide a meet the teacher night in the fall
- f) Provide financial aid workshops to all seniors and their families for college
- g) Provide Veterans Day program
- h) Provide community service projects for students

7. School Organization

Data Sources Reviewed:

- **Master Schedules**
- **Site-based committee meeting minutes**
- **District Improvement Committee minutes**

Groveton ISD has a typical organizational structure. The principal of each campus create the class schedule, assign teachers to classes and is the instructional leader of the campus. The elementary and junior high/high school campus's has an assistant principal who is in charge of discipline. All campus staff reports to the principal and the principal, in turn, report to the assistant superintendent and/or superintendent.

Groveton ISD has 1 certified librarian who runs a library on each campus. Books purchased for both campuses are selected through the requests of teachers or students. Both campuses have access to Accelerated Reader from Reading Renaissance so book purchases are also guided by titles that are included in this program. The library works closely with the teacher on each campus to help strengthen the reading program.

On each campus and at the district level site based teams made up of all stakeholders in the educational process are charged with making decisions and recommendations that will affect the educational process.

8. Technology

Data Sources Reviewed:

- Staff Training
- Inventory of hardware/software

Technology has become an integrated part of the teaching and learning process. The effective use of technology is a fundamental skill needed by students, teachers and administrators. Effective use of technology happens when the staff is trained, has the equipment necessary and can then implement technology as a tool to strengthen the teaching learning process. Teachers and administrators have completed the School Technology and Readiness surveys to analyze the effectiveness and utilization of existing technology components. A three-year plan for technology is on file with the state and continues to be monitored and revised as needed.

Presently, Groveton ISD has 2 independent computer labs, 1 independent chromebook lab and 9 mobile chromebook carts. All classrooms K-12 have been equipped with Promethean smart boards and projectors. Pre-K classrooms have been equipped with Boxlight SmartPanels. All classrooms are wired and have at least 1 computer and phone for teacher use. Software for reinforcement and remediation in all the core areas and all grade levels is available for all teachers to use. Additionally, software to prepare students for taking the ACT or SAT will be available for student use. Currently, Groveton ISD is running a 1GB/s internal network to all buildings on campus with the exception of the transportation office. Internet speeds are rated at 100MB/s.

Summary of Identified Needs:

- A. Boost internet speeds to keep up with current trends in network and internet usage by faculty/staff and students.
- B. Extend current network coverage to include transportation office.
- C. Acquisition of additional servers and server storage to improve datacenter redundancy and availability.
- D. Acquisition of new student devices (laptops/tablets/chrome books) to augment and replace current, older, and nonfunctioning student devices.
- E. Acquisition of improved wireless infrastructure equipment.

Groveton ISD

Goal 1: All students will reach a high standard of achievement, as measured by STAAR/EOC, in reading/language arts and Mathematics.

Objective 1.1: Groveton ISD scores (STAAR/EOC) will meet or exceed the state mastery standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide additional instructional assistance to at-risk students in K-12.	Principal, Teacher(s)	Each 6 Weeks	SCE: FTE- Rural Low Income School Title I	Formative: Report Card Grades Summative: TAKS/STAAR/EOC Scores, Pass/Failure Rates
2. Provide opportunities for staff development in effective teaching strategies.	Principal, Teacher(s)	Dec 17 June 18	Title IIA Principal and Teacher Improvement, Local Funds ESC6 Math &Science Fee Service	Formative: Attendance certificated Summative: TAKS/STAAR/EOC test results
3. Conduct summer school/credit recovery for students who fail a grade level or who score below level on STAAR/EOC. These at-risk students are identified as needing instructional remediation/acceleration.	Assistant Superintendent	June 18	SCE. FTE- Title I	Formative: Summer School schedule set, Teacher lesson plans Summative: Students promoted to next grade
4. Continue the Sp. Ed. focus on pre-referral intervention, supplementary aids and other intervention services**PBM	Math Lab Teachers, Principal, Reading Lab Teachers, Sp. Ed. Teachers	Dec 17 June 18	IDEA Sp Ed	Formative: Decrease in referrals to Special Education. Summative: Decrease in referrals to Special Education
5. Coordinate planning between regular education and CATE. **PBM	CATE Teachers, Principal, Teacher(s)	Dec 17 June 18	CATE Funds	Formative: Teacher Lesson Plans, Agendas, Sign-in Sheets from planning mtg. Summative: TAKS/STAAR/EOC Scores
6. Provide before/after school student tutorials for At Risk students. **PBM	Principal	Each 6 weeks	SCE. FTE	Formative: Attendance Records Summative: TAKS/STAAR/EOC scores

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Objective 1.1: Groveton ISD scores (STAAR/EOC) will meet or exceed the state mastery standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide additional library resources.	Librarian	Dec 17 June 18	Local Funds	Formative: purchase orders, materials are delivered Summative: Materials are processed and in use.
8. Provide 4 distance learning dual credit courses for 11 th and 12 th graders.	Assistant Superintendent, Principal	Dec 17 June 18	Title I, Local Funds	Formative: Students are enrolled in dual credit courses Summative: Students receive college/HS credit.
9. The high school campus will adhere to TEC 61.003 (college admission based on class rank)	Counselor(s)	June 18	Local Funds	Formative: Written Notification Posted Summative: Notification of class ranking
10. Schedule 3 vocational classes presenting real world applications of academic skills for at-risk students.	Principal	Each 6 Weeks	State Comp Ed FTE-	Formative: Classes are scheduled Summative: TAKS/ STAAR/ EOC scores
11. Provide an additional period of mathematics for At Risk students in grades 6-8.	Principal	Dec 17 June 18	State Comp Ed FTE-	Formative: Class is scheduled Summative: state assessment scores
12. Provide an additional period of English/Language Arts for At Risk students grade 6-7.	Principal	Dec 17 June 18	State Comp Ed FTE-	Formative: Class is scheduled Summative: State assessment scores
13. Professional Development for all teachers on additional strategies used to teach LEP students in regular classrooms.	ESL Teacher, Principal	Dec 17	Local Funds	Formative: Session is scheduled, sign in sheets Summative: State assessment scores for LEP
14. Provide STAAR preparations classes for students in Grade 6, 7, 8. **PBM	Superintendent	Dec 17 June 18	State Comp Ed FTE-	Formative: Classes scheduled Summative: Test scores

Groveton ISD

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Objective 1.1: Groveton ISD scores (STAAR/EOC) will meet or exceed the state mastery standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Provide professional development to teachers of special population students who are taking STAAR/EOC, **PBM	Principal, Special Education Teachers	Dec 17	Local Funds	Formative: Professional Development is scheduled Summative: State assessment scores
16. Develop vertically aligned district-wide curriculum.	Principal, Teachers, Asst. Superintendent	Each 6 Weeks	Local Funds	Formative: Curriculum is localized and implemented Summative: Test scores, STAAR/EOC
17. Provide a retention bonus for secondary teachers of Mathematics, Science and Spanish.	Superintendent	June 18	Rural Low Income School	Formative: Teachers are hired. Summative: Teachers work for multiple years
18. Hire and train instructional paraprofessional aides to work in classrooms with At Risk students across the district. **PBM	Superintendent Principals	Sept 17	State Comp Ed: FTE Local Funds	Formative: Aides are interviewed and hired Summative: TAKS, STAAR/EOC test results
19. Provide professional development sessions specific to the STAAR/EOC assessment.	Principal Teachers	Each 6 Weeks	Local	Formative: Training is scheduled Summative: TAKS, STAAR/EOC test results
20. Give locally developed benchmark assessments throughout the year to assess the success of instructional goals. **PBM	Principal Counselor Teachers	Dec 17 June 18	Local	Formative: Benchmarks are scheduled Summative: TAKS, STAAR/EOC test results

Groveton ISD

Goal 1: All students will reach a high standard of achievement, as measured by STAAR/EOC, in reading/language arts and Mathematics.

Objective 1.1: Groveton ISD scores (STAAR/EOC) will meet or exceed the state mastery standard.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
21. Staff development in effective teaching strategies in the core content areas.	Principal, Teacher	Dec 17	Title II Part A Principal and Teacher Improvement	Formative: Attendance Certificate Summative: Test scores, Report Card
22. Integrate writing across the curriculum. **PBM	Teacher(s)	Each 6 Weeks	Local Funds	Formative: Lesson plans Summative: STAAR writing
23. Use the Read Well program in Grades Pre-K as a phonics based approach to reading. **PBM	Teacher(s)	Each 6 Weeks	Local Funds	Formative: Lesson plans, report cards Summative: TPRI (K-2), STAAR results
24. Coordinate planning between regular education and all special populations. ESL, LEP, Sp. ED., dyslexia**PBM	Dyslexia specialist, Principal	Dec 17	Local Funds	Formative: planning session scheduled Summative: special populations STAAR results
25. Professional Development for all teachers of LEP or at-risk students on teaching strategies/methods.	ESL Specialist, Principal	Dec 17	Local Funds	Formative: Training scheduled Summative: Sign-in sheets, PDAS conference
26. Provide after school student tutorials for At Risk students.	Principal	Each 6 Weeks	State Comp Ed FTE	Formative: sessions scheduled Summative: STAAR results
27. Implement Math Meeting Board in all grade levels to utilize a spiral review and promote upper level thinking skills**PBM	Principal, Teachers	Each 6 Weeks	Local Funds	Formative: Lesson Plans, report cards Summative: STAAR Results
28. Increase the passing percentage of STAAR in Special Education Students. **PBM	Principal, Teachers	May 18	Local Funds	Formative: Istation, Study Island, Benchmark data Summative: STAAR Results

Groveton ISD

Goal 1: All students will reach a high standard of achievement, as measured by STAAR/EOC, in reading/language arts and Mathematics.

Objective 1.2: Groveton ISD will maintain the percentage of students taking the SAT/ACT(80%), and increase the percentage of students who meet or exceed the state criterion on SAT/ACT.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide students with sources for ACT/SAT preparation software.	Counselor(s), Teacher(s)	Each 6 Weeks	Local Funds	Formative: List is handed out to students Summative: AEIS Data, SAT/ACT Data
2. The district will adhere to TEC 61.003 (college admission based on class ranking)	Counselor(s) Principal	June 17	Local Funds	Formative: Posted Written Notification Summative: Class Ranking on File
3. Provide SAT/ACT preparatory sessions for students.	Assistant Superintendent Counselor Principal	Each 6 Weeks	Local funds	Formative: Schedule of classes published, Summative: Increased scores on ACT/SAT
4. Publish testing dates and locations for parents and students and provide assistance to students unable to pay testing fees.	Counselor	Each 6 Weeks	Local funds	Formative: Letters are posted and mailed home Summative: Students are registered for a test date
5. Counsel with students over SAT/ACT test results.	Counselor	Each 6 Weeks	Local Funds	Formative: Review test results returned to school Summative: Sessions are scheduled.

Groveton ISD

Goal 1: All students will reach a high standard of achievement, as measured by STAAR assessment, in reading/language arts and Mathematics.

Objective 1.2: Institute a Reading and Mathematics Intervention Program to address the needs of 100% of low achieving students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Implement a report card hand out to make contact with parents of struggling students.	Principal, Teachers	Dec 17	Local Funds	Formative: Report Card hand out is scheduled in Fall Summative: STAAR scores for identified students
7. Faculty meeting in the first 6 weeks of school to set curriculum timeline for benchmark tests. **PBM	Principal, teachers	Sept 17	Local Funds	Formative: Meeting is scheduled Summative: Benchmark tests are administered
8. Star Math/Reading assessment timeline is set. **PBM	Principal	Dec 17	Local Funds	Formative: Identify students to be tested Summative: Tests scheduled
9. Schedule two meetings a year for parents of children that attend math/reading lab	Principal	Dec 17 June 18	Local Funds	Formative: Meetings are scheduled Summative: Meetings are held
10. Send out TPRI and Star Parental Involvement letters (3) times a year for parent information.	Principal	Dec 17 June 18	Local Funds	Formative: Students are identified, letters are created Summative: Letters are sent to parents
11. Schedule 2 benchmarks per year prior to state testing.	Principal, Teachers	Dec 17	Local Funds	Formative: Schedule is created Summative: Tests are administered.

Groveton ISD

Goal 1: All students will reach a high standard of achievement, as measured by STAAR assessment, in reading/language arts and Mathematics.

Objective 1.3: Identify and address the needs of 100% of special population students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Follow state guidelines for the identification and placement of G/T students.	G/T teacher, Principal	June 18	Local	Formative: State guidelines are reviewed Summative: Students are placed
2. Schedule annual meeting with parents of G/T students to explain the program and receive input.	G/T teacher, Principal	June 18	Local	Formative: Meeting is scheduled Summative: Meeting is held
3. Dyslexia specialist will conduct training for all teachers on how to instruct students with dyslexia.	Dyslexia Specialist, Principal	June 18	Local	Formative: Training is scheduled Summative: Training is held
4. Dyslexia Specialist will conduct a parent education meeting for the parents of identified students.	Dyslexia Specialist, Principal	June 18	Local	Formative: Meeting is scheduled Summative: Meeting is held
5. Review state procedures and guidelines for placement, instruction and monitoring of identified dyslexic students	Dyslexia Specialist, Principal	June 18	Local	Formative: Review state procedures Summative: State procedures are followed
6. All teachers will receive ELPS (English Language Proficiency Standards) training.	ESL Teacher, Principal	June 18	Local	Formative: Meeting is scheduled Summative: Meeting is held
7. Group LEP students by grade level.	Principal	June 18	Local	Formative: LEP students are assigned to the same homeroom teacher by grade level Summative: Students are grouped together for instruction
8. Schedule training for teachers of LEP students on methods of instruction, which can be monitored by campus administration, to help LEP students be successful in regular education classrooms.	ESL Teacher, Principal, Teacher(s)	Each 6 Weeks	Local	Formative: Training scheduled and strategies are identified Summative: Campus administration will use informal monitoring of classes with LEP students for the use of strategies

Groveton ISD

Goal 2: Groveton ISD will meet or exceed the state and federal standards for attendance/dropout rates.

Objective 2.1: Groveton ISD attendance rate will be equal to or greater than 96%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Inform students and parents via the student handbook regarding attendance laws.	Principal	Dec 17	Local Funds	Formative: Parent signature sheet Summative: Increase in attendance rates
2. Contract with an attendance officer for home visits and issuing tickets.	Assistant Superintendent	Each 6 Weeks	Local Funds	Formative: Attendance Officer's contact log, attendance reports Summative: Increase in Attendance Rates
3. Maintain close contact between teachers and parents via phone calls, notes home, and letters.	Principal, Teachers	Each 6 Weeks	Local Funds	Formative: Teacher logs Summative: Increase in Attendance Rates
4. Provide a Disciplinary Alternative Education Program.	Principal	Each 6 Weeks	State Comp Ed FTE-1	Formative: DAEP Roster Summative: DAEP Summary Report
5. Inform parents via letters regarding attendance laws.	Campus Principal	Each 6 Weeks	Local	Formative: Parent mail-outs, parent contacts Summative: Attendance rate
6. Contract with an attendance officer.	Superintendent	Sept 17	Local	Formative: Attendance officer's contact log Summative: Attendance rate
7. Maintain contact between parents and teachers through phone calls, conferences and written communication.	Principal, Teacher	Each 6 Weeks	Local	Formative: Contact logs, letters Summative: Attendance rates
8. Provide end of year awards for perfect attendance.	Principal, Teacher	June 18	Local	Formative: Attendance certificates for students Summative: Attendance rate for campus

Groveton ISD

Goal 2: Groveton ISD will meet or exceed the state and federal standards for attendance/dropout rates.

Objective 2.2: Groveton ISD's dropout rate will maintain at .05.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with students to develop a 4-year plan to accumulate course credits. **PBM	Counselor	Dec 17	Local Funds	Formative: 4-year plan on file for each student Summative: Decrease in dropout rate.
2. Provide general construction classes for the high school students that are at risk. **PBM	Assistant Superintendent Principal	Each 6 Weeks	Title I, CATE	Formative: Report Card Grades, Pass/Fail Rates Summative: Decrease in dropout rates
3. Provide general construction class for at risk students in grades 7 (SCE criteria & local criteria is used to identify at risk students) **PBM	Principal	Each 6 Weeks	State Comp Ed.: FTE-	Formative: Attendance rates, report card grades, progress reports Summative: Decrease in dropout rate
4. Offer GED counseling and pregnancy related services for over-age and at-risk students. **PBM	Counselor Principal	Each 6 Weeks	Local Funds	Formative: Counseling Log, Homebound contacts Summative: GED completion, decrease in the dropout rate

Groveton ISD

Goal 3: Groveton ISD will provide a safe and orderly school climate, conducive to learning.

Objective 3.1 100% of Groveton ISD students will be drug free and no student will bring a gun to school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review the district crisis management plan.	Superintendent Assistant Superintendent Principal(s)	June 18	Local Funds	Formative: Disaster Drill Log Summative: SDFSC Annual Evaluation Report
2. Review behavior data and intervene as appropriate.	Principal	Each six weeks	Local Funds	Formative: 6-week behavior summary report Summative: SDFSC Annual behavior report
3. Contract for drug dog searches.	Assistant Superintendent Principal	Dec 17 June 18	Local Funds	Formative: Campus visit report Summative: SDFSC annual report
4. Conduct Red Ribbon Week.	Counselor Principal School Nurse	Dec 17	Local Funds	Formative: School calendar of events Summative: SDFSC annual report
5. Distribute and analyze staff surveys.	Assistant Superintendent	Dec 17	Local Funds	Formative: Survey is distributed Summative: Survey results are tabulated
6. Provide detention classes after school for student Code of Conduct violations.	Principal	Each 6 Weeks	Local Funds	Formative: Detention records Summative: Detention schedule is published
7. Use drug dogs to check for drugs on campus.	Asst. Superintendent Principal	Each 6 Weeks	Local Funds	Formative: Incident Report Summative: SDFSC Annual Evaluation Report
8. Review behavior data and intervene as appropriate	Principal, Teacher	Each 6 Weeks	Local Funds	Formative: 6 week behavior reviews Summative: Annual behavior data report

Groveton ISD

Goal 3: Groveton ISD will provide a safe and orderly school climate, conducive to learning.

Objective 3.1 100% of Groveton ISD students will be drug free and no student will bring a gun to school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Fourth and fifth grade students will participate in Connections Program	Principal, Teachers	June 18	Local Funds	Formative: Calendar dates are set Summative: SDFSC Annual Evaluation Report
10. Provide OCS for students that continually violate student code of conduct.	Principal, Teacher	June 18	Local Funds	Formative: Discipline referrals Summative: Students are assigned OCS.
11. Provide "Positive Action " prevention program	Principal	June 18	Local Funds	Formative: Program is purchased Summative: Program is implemented

Groveton ISD

Goal 4: Groveton ISD will increase parent and community involvement.

Objective 4.1: The number of parent and community participants will increase.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will have contact with parents through progress reports, notes home, telephone, etc.	Teacher	Each 6 Weeks	Local Funds	Formative: Teacher logs, progress reports Summative: Summary report of teacher logs
2. Create a student, parent, teacher educational contract to be signed and placed on file by the school..	Principal, Teachers	Dec 17	Local Funds	Formative: Compacts signed and on file Summative: Parent involvement records
3. Conduct financial aide workshops for parents and students.	Counselor	Dec 17	Local Funds	Formative: Sign in sheets Summative: Summary of attendance
4. Conduct a fall and spring Title I planning meeting to discuss with parents and community members the goals, objectives, and state standards of the program.	Assistant Superintendent	Dec 17	Local Funds	Formative: Attendance logs, Agenda, Minutes Summative: Parental involvement records
5. Schedule 2 Open Houses per campus per year	Principals	Dec 17 June 18	Local Funds	Formative: Sign-in Sheets Summative: Summary Report
6. The library will host a Thanksgiving lunch and parent night in conjunction with a book fair.	Librarian	Dec 17 June 18	Local Funds	Formative: Sign-in Sheets Summative: Summary Report
7. The library will host a book fair in conjunction with the May Open House.	Librarian	Dec 17 June 18	Local Funds	Formative: Sign-in Sheets Summative: Summary Report
8. The campuses will distribute parent survey to be analyzed by the site-based committee.	Assistant Superintendent	Dec 17	Local Funds	Formative: Surveys distributed Summative: Results are analyzed

Groveton ISD

Goal 4: Groveton ISD will increase parent and community involvement.

Objective 4.1: The number of parent and community participants will increase.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Schedule two Open House events per year	Principal, Teachers	Dec 17 June 18	Local Funds	Formative: Attendance logs Summative: Sign in sheets
10. Send home progress reports every third week of a six weeks so parents are aware of their child's progress.	Teacher	Every third week of a six week period	Local Funds	Formative: Progress reports are printed and sent home Summative: Parents sign and return reports
11. Host family reading night in conjunction with the Spring book fair.	Librarian, Principal	Dec 17	Local Funds	Formative: Sign in sheet Summative: Parents will attend the book fair with their children
12. Host the Thanksgiving Eat and Read with the Fall book fair	Librarian, Principal	Dec 17	Local Funds	Formative: Sign in sheet Summative: Parents will attend the book fair with their children
13. Distribute school calendar of events to all parents.	Principal	Each 6 Weeks	Local Funds	Formative: Copy of calendar Summative: Parent survey
14. Open parent portal for parents to have internet access to their child's grades.	Technology, Principal	Each 6 Weeks	Local Funds	Formative: Portal is open, Parent training is scheduled Summative: Parents can access their child's grades.
15. Schedule meetings with parents of at-risk students.	Teacher, Principal	Each 6 Weeks	Local Funds	Formative: Meeting is scheduled Summative: Meeting is held
16. Schedule grade level meetings for reading and mathematics to determine instruction for at-risk students	Teachers	Each 6 Weeks	Local Funds	Formative: Meeting is scheduled Summative: Meeting is held
17. Establish parental involvement with school to home connection letter.	Principal	Each 6 Weeks	Local Funds	Formative: Letters are sent home Summative: Parents become more involved in their child's class work.
18. All children that will be school age in September can attend a Kindergarten orientation.	Principal and Kindergarten Teachers	Sept 17 June 18	Local Funds	Formative: Orientation is scheduled Summative: Student and parents attend orientation.

Groveton ISD

Goal 5: Students of Groveton ISD will be taught by certified teachers and paraprofessional instructional aides who are highly qualified according to state standards and the Every Student Succeeds Act.

Objective 5.1: Decrease the number of teachers who are not certified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 5% of Title I funds will help defray the cost to teachers who are becoming certified (courses, workshops)	Assistant Superintendent Principals	Dec 17 June 18	Title I Funds	Formative: College credits, Staff Dev. Certificate, Classroom observation Summative: All teaching personnel highly qualified.
2. Allow Paraprofessional aides to attend the ESC 6 Teacher Preparation and Certification Program to become a certified teacher.	Assistant Superintendent	Dec 17 June 18	Title I Funds	Formative: College Credits, Teacher Certification Summative: Highly Qualified Teachers
3. Use district and professional organizations' websites to advertise vacancies.	Assistant Superintendent Principal	Sept 17	Local Funds	Formative: Registration with organizations, Vacancies posted Summative: Increase in highly qualified teachers
4. Work with surrounding universities through the job placement office and job fairs.	Assistant Superintendent Principal	June 18	Local Funds	Formative: Verification report to SB committee Summative: Increase the number of highly qualified teachers
5. A retention bonus will be paid to teachers, in high need areas, who remain with the district over multiple years.	Superintendent	June 18	Local Funds	Formative: Bonus is paid Summative: Teacher signs a new contract

Groveton ISD

Goal 5: Students of Groveton ISD will be taught by certified teachers and paraprofessional instructional aides who are highly qualified according to state standards and the Every Student Succeeds Act.

Objective 5.1: Decrease the number of teachers who are not certified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Teachers will attend professional development sessions in core content areas.	Principal, Teachers	Each 6 Weeks	Title IIA Principal and Teacher Improvement	Formative: Attendance Certificates Summative: Scores on
7. Allow paraprofessional aides to attend the ESC6 Teacher Preparation and Certification Program to become certified teachers.	Assistant Superintendent	Each 6 Weeks	Title I	Formative: College Credits, Teacher Certification Summative: Highly qualified teachers
8. All training required by state and federal statutes will be provided.	Assistant Superintendent	Each 6 Weeks	Title I Local Funds	Formative: Trainings are scheduled Summative: Attendance certificates are given at the end of each training
9. Advertise job vacancies using district web site, professional organization's web site and surrounding universities job placement office/job fairs.	Assistant Superintendent, Principal	Dec 17	Local Funds	Formative: Vacancies are posted Summative: Number of highly qualified teachers hired