



DISTRICT IMPROVEMENT PLAN

EUSTACE ISD

2011-2012

"A WORLD CLASS EDUCATION"

EUSTACE INDEPENDENT SCHOOL DISTRICT

DISTRICT EDUCATIONAL IMPROVEMENT COUNCIL

2011-2012

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EUSTACE INDEPENDENT SCHOOL DISTRICT MISSION STATEMENT

Eustace Independent School District exists to provide a challenging and comprehensive educational program in a way that:

- **Unites family, community and school as stakeholders**
- **Ensures an emotionally and physically safe environment**
- **Fosters maximum individual academic achievement**
- **Offers a variety of opportunities for development**

So that students are productive lifelong learners equipped to succeed in a competitive society.

**EUSTACE INDEPENDENT SCHOOL DISTRICT
2011-2012 DISTRICT IMPROVEMENT PLAN
COMPREHENSIVE NEEDS ASSESSMENT**

(TI 1)

A Comprehensive Needs Assessment was conducted by each campus as part of the planning process for the 2011-2012 District Improvement Plan. Each of the four campuses established committees in the 8 areas identified in the NCLB comprehensive needs assessment process. Those areas consisted of:

- Demographics
- Curriculum
- Technology
- School Context
- School Culture
- Family/Community Involvement
- Student Achievement
- Staff Quality/recruitment.

Top priorities and/or areas of improvement from each campus were brought to the District Educational Improvement Council for consideration in developing the 2011-2012 District Improvement Plan.

Eustace ISD is a Title 1 School Wide district. As such, the district strives to incorporate the ten components of Title 1 School Wide Services into all aspects of daily operations and student support. These components are:

TEN COMPONENTS OF TITLE 1 SCHOOL WIDE PROGRAMS

1. Comprehensive needs assessment
2. School wide reform strategies
3. Instruction by highly qualified teachers
4. Ongoing professional development
5. Strategies to attract highly qualified teachers
6. Parental involvement
7. Transition activities for preschool children
8. Inclusion of teachers in academic assessment decisions
9. Assistance strategies for students having difficulty mastering the proficient levels of achievement
10. Coordination of integration of federal, state and local service programs

EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 DISTRICT IMPROVEMENT PLAN

COMPREHENSIVE NEEDS ASSESSMENT (continued)

The following sources of data were utilized in the development of the 2011-2012 District Improvement Plan:

STUDENT DATA

Texas Assessment of Knowledge and Skills results (TAKS)
Texas Primary Reading Inventory (TPRI)
Iowa Test of Basic Skills (ITBS)
Cognitive Abilities Test (Cogat)
Texas English Language Proficiency Assessment System (TELPAS)
PSAT/SAT/ACT results
RediStep 8th grade
Reading Renaissance Reading Tests (STAR)
STAR Early Literacy
STAR Math
m-Class Pre-K assessment
Pre/Post tests
Teacher Observations
Six weeks benchmarks
Six weeks grades
PEIMS 425 discipline report
504 Data
Attendance data

DISTRICT AND CAMPUS DATA

District/Campus ratings
Academic Excellence Indicator System (AEIS)
Annual Yearly Progress Report (AYP)
Performance Based Monitoring Analysis System (PBMAS)
Program Evaluations
Special Programs evaluations
Parent/Community surveys
Student surveys
Teacher surveys
Advanced Placement exams

TEACHER DATA

Professional Development and Appraisal System (PDAS)
Formal and informal walkthroughs
Attendance rates

EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 DISTRICT IMPROVEMENT PLAN

COORDINATION AND INTEGRATION OF FUNDS (TI 10)

This district improvement plan was developed collaboratively by the District Educational Improvement Council, which represents all district stakeholders. All performance goals identified in No Child Left Behind legislation have been adopted by the district and are a part of this improvement plan.

The following funding sources support the objectives and strategies implemented to address identified student needs:

- Title I,
- Title II Part A
- Title III – Bilingual/ESL
- IDEA-B, IDEA-PK
- Special Education
- State Compensatory Education
- Career and Technology Education
- Carl Perkins
- Head Start
- Math Instructional Coaches Grant
- Ed Jobs Grant
- Gifted and Talented
- High School Allotment
- Instructional Materials Allotment
- State Foundation Allotment
- Local revenue

Through a coordination and integration of federal, state, and local services, academic success of all students at Eustace ISD is maximized. Eustace ISD utilizes state Compensatory Education to support Title I school-wide reform. The district total of \$ 1,079,096 State Compensatory Education allotment supports 13.05 FTE's. Because of the high percentage of economically disadvantaged students in the district, Eustace ISD utilizes Title I funds to support the school-wide programs on each of the four campuses.

EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 DISTRICT IMPROVEMENT PLAN

FINDINGS:

- EISD earned a Recognized rating from TEA, which places it in the upper achievement levels across the state.
- Two campuses, Intermediate and Primary, earned the highest rating of EXEMPLARY.
- High School earned a Recognized rating.
- Significant gains (29 pts.) were achieved in high school science.
- EISD scores exceed state averages in 19 of 27 areas.
- Commended Performance increased in 13 areas.
- Academic gains were made in all sub-groups in all subjects on TAKS.
- Economically disadvantaged students have passing rates comparable to all students and other sub-groups.
- Parent/community surveys reflect a positive attitude about the education students are receiving.
- Teacher surveys reflect satisfaction with working environment and amount of technology and materials available.

EUSTACE ISD
11-12 Data Table

2009-2010					
	ELA	MATH	WRIT.	Soc.St	SCI
All	95/90	87/90	97/90	96/90	88/90
Male	94/90	87/90	97/90	95/90	91/90
Female	96/90	87/90	98/90	97/90	85/90
Af.Am	90/94	90/72	100/90	90/71	90/60
Hispanic	90/92	92/90	100/90	93/90	80/90
White	95/90	87/90	97/90	97/90	89/90
Eco.Dis	93/90	86/90	97/90	95/90	87/90
At Risk	90/90	75/90	92/90	92/90	79/90
Bilingual					
ESL	*/90	*/90	*/90	*/90	*/90
GT	100/90	100/90	100/90	100/90	100/90
Sp.Ed	82/90	56/90	86/90	76/90	61/90
CATE	90/	90/	90/	90/	90/

2010-2011					
	ELA	MATH	WRIT.	Soc.St	SCI
All	95/90	87/90	97/90	96/90	88/90
Male	90/	90/	90/	90/	90/
Female	90/	90/	90/	90/	90/
Af.Am	94/90	72/90	100/90	71/90	60/90
Hispanic	92/90	92/90	93/90	93/90	80/90
White	95/90	87/90	97/90	97/90	89/90
Eco.Dis	93/90	86/90	97/90	95/90	87/90
At Risk	90/	90/	90/	90/	90/
Bilingual					
ESL	90/	90/	90/	90/	90/
GT	90/	90/	90/	90/	90/
Sp.Ed	90/	90/	90/	90/	90/
CATE	90/	90/	90/	90/	90/

Goal for 2011-2012					
	ELA	MATH	WRIT.	Soc.St	SCI
All	/90	/90	/90	/90	/90
Male	/90	/90	/90	/90	/90
Female	/90	/90	/90	/90	/90
Af.Am	/90	/90	/90	/90	/90
Hispanic	/90	/90	/90	/90	/90
White	/90	/90	/90	/90	/90
Eco.Dis	/90	/90	/90	/90	/90
At Risk	/90	/90	/90	/90	/90
Bilingual	/90	/90	/90	/90	/90
ESL	/90	/90	/90	/90	/90
GT	/90	/90	/90	/90	/90
Sp.Ed	/90	/90	/90	/90	/90
CATE	/90	/90	/90	/90	/90

Gold Perform:
College Ready Graduates,
Attendance, TSI-ELA, Soc. St.

Adequate Yearly Progress			
	2009	2010	2011
MEETS AYP	Yes	Yes	No

Attendance			
	2008	2009	2010
Percentage	96.6	95.7	*

AEIS DATA CHART

SAT/ACT			
	2008	2009	2010
Tested	64.8	47.1	*
Above Criteria	19.6	14.6	*
Avg. SAT	948	918	*
Mean ACT	20.5	22.3	*

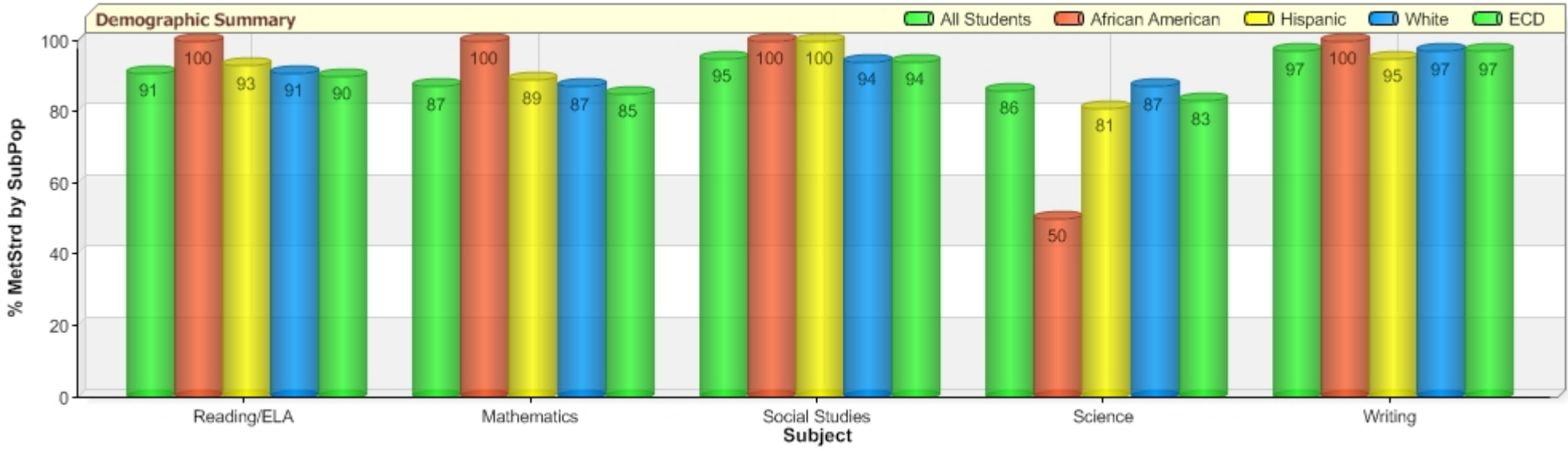
	2008	2009	2010
Recom./DAP	74.4	70.0	*
Completion Rate	98.9	98.0	*
Dropout Rate	.00	.4	*

*AEIS Data Pending

TAKS Demographics using Indicators by Subject for EUSTACE ISD

Year: 2011
 Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)
 Grade(s): 03, 04, 05, 06, 07, 08, 09, 10, 11

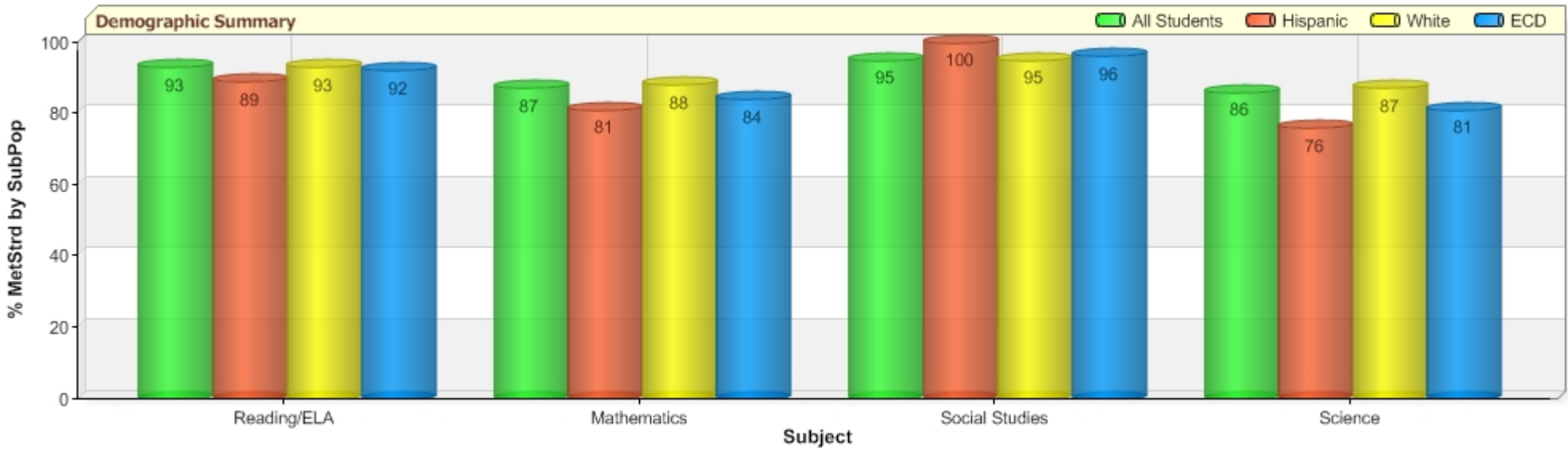
SubPopulation	Reading/ELA			Mathematics			Social Studies			Science			Writing		
	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	895	817	91%	890	778	87%	263	249	95%	360	311	86%	211	205	97%
African American	8	8	100%	8	8	100%	2	2	100%	4	2	50%	1	1	100%
Hispanic	82	76	93%	82	73	89%	26	26	100%	32	26	81%	21	20	95%
White	771	700	91%	766	668	87%	229	216	94%	312	272	87%	178	173	97%
ECD	605	546	90%	602	511	85%	150	141	94%	216	180	83%	156	151	97%



TAKS Demographics using Indicators by Subject for EUSTACE H S

Year: 2011
 Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)
 Grade(s): 09, 10, 11

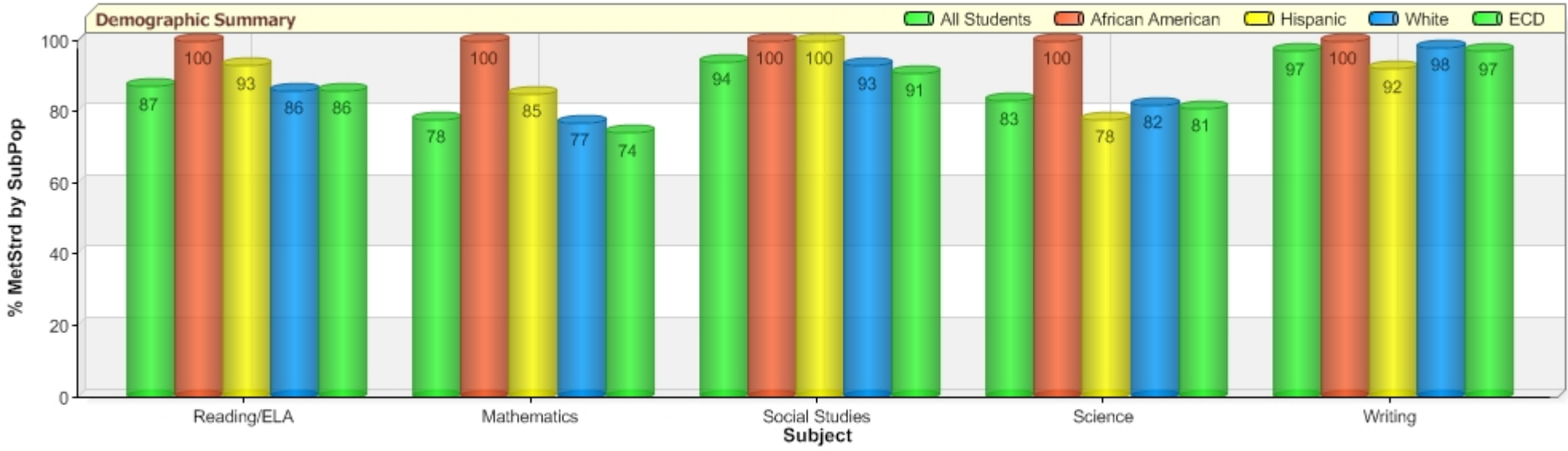
SubPopulation	Reading/ELA			Mathematics			Social Studies			Science		
	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	288	267	93%	283	247	87%	182	173	95%	182	156	86%
Hispanic	27	24	89%	27	22	81%	17	17	100%	17	13	76%
White	256	238	93%	251	221	88%	162	154	95%	162	141	87%
ECD	173	159	92%	170	143	84%	96	92	96%	96	78	81%



TAKS Demographics using Indicators by Subject for EUSTACE MIDDLE

Year: 2011
 Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)
 Grade(s): 06, 07, 08

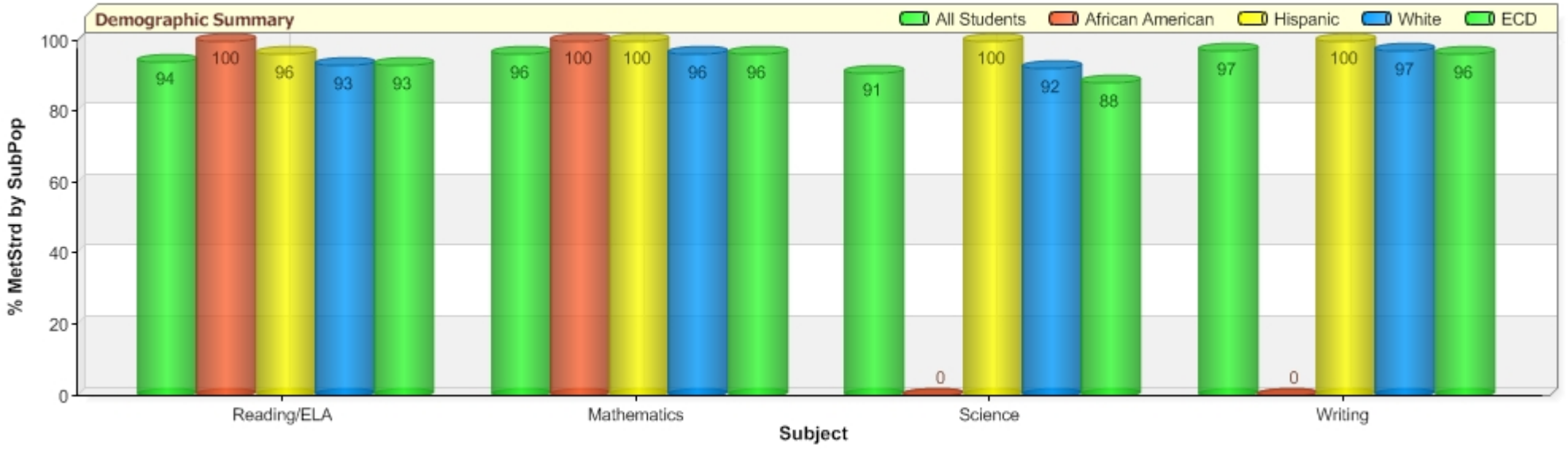
SubPopulation	Reading/ELA			Mathematics			Social Studies			Science			Writing		
	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	301	263	87%	301	236	78%	81	76	94%	81	67	83%	106	103	97%
African American	4	4	100%	4	4	100%	2	2	100%	2	2	100%	1	1	100%
Hispanic	27	25	93%	27	23	85%	9	9	100%	9	7	78%	12	11	92%
White	254	219	86%	254	196	77%	67	62	93%	67	55	82%	87	85	98%
ECD	205	176	86%	205	151	74%	54	49	91%	54	44	81%	76	74	97%



TAKS Demographics using Indicators by Subject for EUSTACE INT

Year: 2011
 Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)
 Grade(s): 03, 04, 05

SubPopulation	Reading/ELA			Mathematics			Science			Writing		
	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%	Tested	MStd	MStd%
All Students	306	287	94%	306	295	96%	97	88	91%	105	102	97%
African American	4	4	100%	4	4	100%	2	0	0%	0	0	0%
Hispanic	28	27	96%	28	28	100%	6	6	100%	9	9	100%
White	261	243	93%	261	251	96%	83	76	92%	91	88	97%
ECD	227	211	93%	227	217	96%	66	58	88%	80	77	96%



EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 GOALS AND OBJECTIVES

- GOAL I: ALL EISD STUDENTS WILL MEET OR EXCEED ESTABLISHED STATE AND FEDERAL STUDENT PERFORMANCE STANDARDS.**
- Obj. I: Provide high quality rigorous instruction to students so that students perform successfully on STAAR assessments and reach graduation requirements on TAKS assessments.
 - Obj. II: Provide support programs to ensure that all student populations reach graduation goals.
 - Obj. III: Provide a comprehensive program to increase career and postgraduate educational opportunities and financial assistance resources.
 - Obj. IV: Provide high quality instruction to special populations to meet 100% of IEP goals.
 - Obj. V: Maintain student attendance of at least 96% and maintain district drop out rate of 1.0 or less.
- GOAL II: PROVIDE TECHNOLOGY RESOURCES TO SUPPORT THE DISTRICT'S EDUCATIONAL PROGRAMS AND GOALS FOR STUDENT ACHIEVEMENT.**
- Obj. I: Increase utilization of advanced technology in all classrooms.
 - Obj. II: Increase staff development and technology training to enable all staff to provide advanced technological services to students.
- GOAL III: PROVIDE A SAFE, ORDERLY, AND SECURE LEARNING ENVIRONMENT TO MAXIMIZE STUDENT ACHIEVEMENT.**
- Obj. I: Reduce incidents of violence, tobacco, alcohol, and drug abuse.
 - Obj. II: Upgrade emergency communication and transportation capabilities in the district.
 - Obj. III: Provide a Coordinated School Health Program that promotes lifelong healthy lifestyles and promotes student well-being.
 - Obj. IV: Provide well-maintained campuses and grounds throughout district.
- GOAL IV: PROVIDE ACTIVITIES TO UNITE ALL FAMILIES, COMMUNITY AND SCHOOLS AS STAKEHOLDERS IN THE EDUCATIONAL PROGRAMS OF EUSTACE ISD.**
- Obj I: Promote parent involvement through a variety of avenues.
- GOAL V: PROVIDE HIGHLY QUALIFIED PERSONNEL TO MEET ALL DISTRICT NEEDS.**
- Obj. I: Provide competitive salary and benefits package for all staff members to attract and maintain Highly Qualified personnel in all areas.
 - Obj. II: Provide high quality professional development to teachers, paraprofessionals, and administrators.

**PRESENTED FOR BOARD APPROVAL
Sept. 20, 2011**

**EUSTACE INDEPENDENT SCHOOL DISTRICT
2011-2012 DISTRICT IMPROVEMENT PLAN**

GOAL I: ALL EISD STUDENTS WILL MEET OR EXCEED ESTABLISHED STATE AND FEDERAL STUDENT PERFORMANCE STANDARDS.

- Obj. I: Provide high quality rigorous instruction to students so that students perform successfully on STAAR assessments and reach graduation requirements on TAKS assessments.
- Obj. II: Provide support programs to ensure that all student populations reach graduation goals.
- Obj. III: Provide a comprehensive program to increase awareness of career and postgraduate education opportunities and financial assistance resources.
- Obj. IV: Provide high quality instruction to special populations to meet 100% of IEP goals.
- Obj. V: Maintain student attendance of at least 96% and maintain district drop out rate of 1.0 or less.

Title I School-Wide Components: 2,4,6,7,8,9,10

Summative Assessment: Accomplishment of objectives as measured by STAAR & TAKS scores in the four core content subjects.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
1.A. Utilize state Comp Ed. Funds to support Title I School-wide reform.	Superintendent Director of Special Programs	<u>PS</u> : \$279,310 5.6 FTE <u>IS</u> : \$50,399 .75 FTE <u>MS</u> : \$149,792 2.7 FTE <u>HS</u> : \$262,443 4.0 FTE	Each 6 weeks	At least 90% passing rate each 6 weeks for all student groups.
1.B. Utilize CSCOPE as a tool for curriculum alignment in preparation for STAAR and EOC assessments.	Asst. Supt. Principals Teachers	CSCOPE program	Aug. 2011 Dec. 2011 Mar. 2012 May 2012	Percent meeting passing standards.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
1.C. Obtain Professional Development in CSCOPE Modules 1,2,3,4 & 5E Lesson Design.	Asst, Supt., Prin. Teachers	CSCOPE website, Reg. VII staff	July 2011 Jan. 2012	Teacher attendance logs.
1D. Obtain STAAR and EOC professional development for staff.	Asst. Supt. Principals Teachers	ESC 7 sessions Online sessions TEA documents	June 2011 July 2011 Aug. 2011 Jan. 2012	Teacher PD records
1E. Revise grade level place mats for changes in sequence of instruction.	Teachers	STAAR blueprints EOC blueprints	Aug. 2011 Oct. 2011 Jan. 2012	Documents revised and distributed
1 F. Increase rigor of 6 weeks assessments to meet STAAR & EOC standards.	Teachers	STAAR blueprints EOC blueprints	Aug. 2011 Oct. 2011 Jan. 2012	At least 90% passing rate each 6 weeks for all student groups.
<p>1.G. Enhance student achievement through supplemental support programs:</p> <ul style="list-style-type: none"> • Compensatory Reading & Math • Read 180 MS & HS • Lexia district wide • Fast ForWord • Science Starters • After school & FOCUS tutorials • Math Lab 7 & 8 • TAKS Math & Science- HS • Star Math • Math Facts in a Flash • Study Island 	Teachers Principals	<p>Compensatory <u>PS:</u> \$279,310 5.6 FTE <u>IS:</u> \$50,399 .75 FTE <u>MS:</u> \$149,792 2.7 FTE <u>HS:</u> \$262,443 4.0 FTE</p>	Aug. 2011 Nov. 2011 Feb. 2012 April 2012	<p>At least 90% passing rate each 6 weeks for all student groups.</p> <p>Percentage of students achieving Satisfactory Performance Levels on STAAR.</p>

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
1.H. Continue 2 nd year of Math Instructional Coaches professional development activities for Middle & HS math teachers.	Teachers, MS & HS Principals Asst. Supt.	Math Coaches Grant \$79,500 UT Tyler Integrity Center partnership	Aug. 2011 Oct. 2011 Feb. 2012 Mar. 2012	Increase in passing rates and commended performance percentages on TAKS. Percentage of students achieving Satisfactory Performance Levels on STAAR.
1.I. Provide local REACH program to prevent students at-risk from dropping out.	Board Principal Lab Facilitator	E2020 \$35,900	Aug. 2011 Oct. 2011 Feb. 2012 May 2012	Drop out rate of 1.0 or less.
1.J. Utilize Optional Flexible Instructional Days to provide intense instruction to students at-risk for failure.	Principals, Teachers	Optional Flexible Days approval from TEA, TEKS	Oct. 2011 Nov. 2011 Feb. 2012 Apr. 2012	Increase in TAKS passing rates. Percentage of students achieving Satisfactory Performance Levels on STAAR.
1.K. Provide time for departmental meetings for Language Arts, Math, Science and Social Studies teachers.	Principals	Time allocated to planning, Substitute teachers	Each semester	Documentation of meetings held.
1.L. Utilize local scanner for scoring six- week's tests and benchmarks.	Asst. Supt. Principals Teachers	TEKScore Program Reg VII	Oct. 2011 Nov. 2011 Feb. 2012 April 2012	Utilization of scanner on a regular basis.
1.M Utilize data from six-weeks TEKScore reports to target remedial instruction and for after school tutorials.	Asst. Supt., Principals, Counselors, teachers	DMAC TEKScore Reg. VII program (SFSF)	Oct. 2011 Nov. 2011 Feb. 2012 April 2012	Increase in TAKS passing rates. Percentage of students achieving Satisfactory Performance Levels on STAAR.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
1.N. Coordinate instruction at DAEP and ISS programs to ensure mastery of TEKS objectives.	DAEP Teacher DAEP Aides ISS Aides High School Principal	Education 2020 \$17,237 Title II D	Each 6 weeks	At least 90% passing rate each 6 weeks for all student groups.
1.O. Provide summer school, and acceleration programs to address the needs of high-risk students.	Principals, Teachers	\$17,520- Comp.	June 2012	100% Promotion rate.
1.P Utilize Accel. Reader Enterprise , STAR Early Literacy, STAR RDG. and STAR Math to increase skills.	Librarians teachers	Renaissance Learning \$8,973.00 comp funds	Oct. 2011 Jan. 2012 May 2012	At least 90% passing rate each 6 weeks for all student groups. Percentage of students achieving Satisfactory Performance Levels on STAAR.
1.Q. Upgrade Science materials and equipment for all campuses.	Principals Teachers	\$10,130	Sept. 2011 Jan. 2012 April 2012	Equipment procured.
1.R. Utilize services of on- campus college adviser from Texas College Advising Corps grant to enhance college-going culture at EISD.	College Adviser Principal	Texas College Advising Corps grant.	Aug. 2011 Jan. 2012 May 2012	Increase in students applying/attending college.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
<p>1.S. Provide opportunities for students to earn college credits while at EHS:</p> <ul style="list-style-type: none"> • Pre-AP & AP Eng. AP Env. Sci., AP U.S. History • Dual Credit on campus- College Algebra, Calculus, Speech • Distance learning access for Government, Economics, English 1301 & 1302 • Release time for TVCC classes • Virtual Schools Network 	<p>Teachers Principals Counselors</p>	<p>College Board, TVCC, Virtual Schools Network</p>	<p>Aug. 2011 Jan. 2012 May 2012</p>	<p>Number of students enrolled and credits earned.</p>
<p>1.T Provide support to college students through counselor contact with TVCC and on campus study hall with EHS teacher assistance.</p>	<p>Counselors Teachers</p>	<p>TVCC counselors</p>	<p>Sept. 2011 Nov. 2011 Feb. 2012 April 2012</p>	<p>College credits earned by EHS students.</p>
<p>1.U. Provide financial assistance information:</p> <ul style="list-style-type: none"> • Present <i>Path To Scholarships</i> • Career Cruising • FAFSA seminar • Monthly Sr. meetings • Website postings • College visits 	<p>Trained teachers Counselors Webmaster</p>	<p><i>Path To Scholarships</i> \$1,260, Career Cruising-Perkins SSA District website</p>	<p>Aug. 2011 Jan. 2012 May 2012</p>	<p>Attendance logs of meetings. Completion of <i>Path To Scholarships</i> Folders.</p>

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
<p>1.V. Prepare students for college entrance:</p> <ul style="list-style-type: none"> • <i>Achieve College Success</i> class • SAT Prep class • PSAT/NMSQT • RediStep-8th grade 	Trained teachers Counselors	Princeton Review \$10,000, <i>Achieve College Success</i> curriculum, College Board	Aug. 2011 Oct. 2011 Apr. 2012	Course enrollments, Number of tests taken
<p>1W. Provide opportunities for EHS students to gain industry certifications:</p> <ul style="list-style-type: none"> • Microsoft Office suite • Floral Design • Phlebotomy fundamentals • Basic Front Office • Welding 	Counselors TVCC staff Region VII	Perkins SSA-Reg.7 TVCC	Aug. 2011 Oct. 2011 Jan. 2012 Apr. 2012	Certifications earned by students.
<p>1.X. Provide an Integrated Partnership between EISD and Region VII Head Start for 3 & 4 year old services.</p>	EISD Administration Reg. VII ESC Head Start	Integrated Services agreement, Pre-K Grant	Aug. 2011 Jan. 2012 May 2012	All eligible students served in program.
<p>1.Y. Incorporate strategies to promote a successful transition from Head Start and Pre-K to Kindergarten:</p> <ul style="list-style-type: none"> • classroom visits, • parent meetings, • student portfolios, • curriculum alignment expectations. 	Principal Kindergarten Teachers Head Start Teachers Pre- K Teachers	Title I	Sept. 2011 Jan. 2012 April 2012 May 2012	90% mastery on Kindergarten readiness test.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
1.Z. Provide annual update training for all staff to ensure common understanding of district procedures for identifying, supporting, and monitoring the following students: Dyslexia and related disorders, LEP, Sp Ed, GT, At-Risk.	Asst. Supt., Principals, EISD Sp. Ed. Director	Sp. Ed. Department, Handbooks	Aug. 2011 Jan. 2012	100% of qualifying students served by appropriate programs.
1AA. Utilize Response To Intervention strategies/guidelines when identifying special need students.	Principals, RTI team EISD Sp. Ed. Director	Scientific Based Instructional Strategies; Documentation forms	Aug. 2011 Jan. 2012 May 2012	Identified students appropriately served.
1.BB. Provide services for ED students.	EISD Sp. Ed. Director	Spec. Ed.	Each 6 weeks	Reduction in behavior outbursts.
1.CC. Provide tutorial program and Grand Central Station support services targeting bottom 20% students, special ed. students and 504 students district wide.	Content Mastery Teachers 504 Aide Sp. Ed./Reg. Ed. Teachers	Kurzweil program, Sp. Ed. Comp. Local funds	Each 6 weeks	100% of identified students passing each six weeks.
1.DD. Conduct PBMAS focused data analysis as required.	Data analysis team	PBMAS report	Nov. 2011 May 2012	Analysis completed.
1.EE. Provide ESL services on all campuses and monitor student progress.	District, ESL teachers for Elementary & Secondary	Local funds	Each 6 weeks	100% pass all subjects.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
<p>1.FF. Utilize alternative assessments to ensure LEP students are not over-or-under represented in special programs.</p>	<p>ESL Teacher</p>	<p>Local Funds</p>	<p>Aug. 2011 Jan. 2012 May 2012</p>	<p>Special programs monitored.</p>
<p>1.GG. Achieve at least a 96% attendance rate district wide:</p> <ul style="list-style-type: none"> • Consistently enforce procedures for excessive absenteeism. • Improve tracking of habitual absenteeism among campuses. • Provide attendance incentives district-wide. 	<p>Principals Assistant Principals Attendance Officer</p>	<p>Absentee Reports</p>	<p>Bi-monthly attendance meetings</p>	<p>Maintain or increase district-wide attendance of 96%.</p>

EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 DISTRICT IMPROVEMENT PLAN

GOAL II: PROVIDE TECHNOLOGY RESOURCES TO SUPPORT THE DISTRICT'S EDUCATIONAL PROGRAMS AND GOALS FOR STUDENT ACHIEVEMENT.

Obj. I: Increase utilization of advanced technology in all classrooms.

Obj. II: Increase staff development and technology training to enable all staff to provide advanced technological services to students.

Title I School-Wide Components: 4

Summative Assessment: Accomplishment of objectives as measured by STAAR & TAKS scores in the four core content subjects.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
2.A. Promote 'Bring Your Own Device' program at HS & MS	Principals Teachers	Personal student devices appropriate for use.	Aug. 2011 Nov. 2011 Feb. 2012 Apr. 2012	Utilization of personal devices by students. Documentation of project utilization.
2.B. Expand wireless capabilities throughout the district to enhance internet learning opportunities: <ul style="list-style-type: none"> • Xirrus Mgmt. Software for HS & MS • Upgrade Intermediate wireless system • 	Technology Staff	Budget Allocations	July 2011 Oct. 2011	Equipment installed.
2.C. Continue Technology Integration Specialist for each campus.	Board Approval	salaries	Aug. 2011 Jan. 2012 May 2012	Teacher and principal surveys on success of positions.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
<p>2.D. Increase staff proficiencies in technology utilization through monthly trainings for each campus. Topics to be presented include:</p> <ul style="list-style-type: none"> • <i>Google Docs, Sites, Search Tools</i> • Atomic Learning • Discovery Streaming • Promethean troubleshooting • Promethean Advanced Flip Chart development • Personal Learning Networks • 21st Century Learners 	Technology Staff TIS	<p><i>Google Academy</i> program</p> <p><i>Discovery Learning</i></p> <p><i>Promethean</i></p>	<p>Sept. 2011 Oct. 2011 Nov. 2011 Jan. 2012 Feb. 2012 March 2012 April 2012</p>	Attendance rosters
2.E. Utilize 1 to 1 netbook program at high school and grade level sets at MS & Int.	Board of trustees Technology Dept.	Tech support	<p>Sept. 2011 Dec. 2011 Mar. 2012 May 2012</p>	Student surveys regarding program.
2.F. Integrate the seamless use of technology into daily instruction.	Teachers, Principals, Tech. Integration Specialist	Projectors, Laptops, <i>Discovery Learning</i> Technology training,	<p>Sept. 2011 Dec. 2011 Mar. 2012 May 2012</p>	<p>Students surveys on technology Lesson plans Walk-through evaluations, TAKS scores increased</p>
2.G. Present multi-sensory/multi-media lessons to target learning styles of students.	Teachers, Principals, Technology Integration Specialist	Projectors, Laptops, Technology training,	<p>Sept. 2011 Dec. 2011 Mar. 2012 May 2012</p>	<p>Student surveys Lesson plans Walk-through evaluations, TAKS scores increased</p>

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GOAL III: PROVIDE A SAFE, ORDERLY, AND SECURE LEARNING ENVIRONMENT TO MAXIMIZE STUDENT ACHIEVEMENT.

- Obj. I: Reduce incidents of violence, tobacco, alcohol, and drug abuse.
 Obj. II: Upgrade emergency communication and transportation capabilities in the district.
 Obj. III: Provide a Coordinated School Health Program that promotes lifelong healthy lifestyles and promotes student well-being.
 Obj. IV: Provide well-maintained campuses and grounds throughout district.

Title School-Wide Components: 5,6

Summative Assessment: Accomplishment of objective as measured by PEIMS 425 data.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
3.A. Utilize district wide character education program that focuses on positive traits such as: <ul style="list-style-type: none"> • courage • trustworthiness • integrity • respect • fairness • responsibility • caring & kindness good citizenship, including patriotism, respect for authority and school pride.	Campus Principals, Counselors, staff	Character Counts- Six Pillars of Character Right Choice Essential 55	Each 6 weeks	Reduction in discipline referrals.
3.B. Provide comprehensive counseling program targeting suicide prevention and conflict resolution.	Counselors, Principals	Community resources	Oct. 2011 Feb. 2012 April 2012	Reduction in discipline referrals. Referrals to community agencies.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
3.C. Provide presentations to MS & HS students aimed at preventing dating violence.	Counselors HELP Center staff	HELP Center	Oct. 2011 Feb. 2012	Dates of presentations.
3.D. Coordinate discipline management procedures for all campuses that provide prevention of and education concerning <ul style="list-style-type: none"> • unwanted physical or verbal aggression, • emotional abuse, • dating violence, • sexual harassment, • other forms of bullying in schools, on school grounds, and in school vehicles. 	Principal Assistant Principal Teachers	Code of Conduct Discipline Referrals	Each 6 weeks	Reduction in discipline referrals.
3.E. Provide presentations district-wide to prevent drug/alcohol abuse.	Principals Teachers, Counselors	DAVE curriculum, Guest speakers	Oct. 2011 Feb. 2012	Dates of presentations. . Reduction in tobacco, drug and alcohol incidents.
3.F. Provide presentations on dangers of smokeless tobacco usage.	Health teachers MS & HS	S.O.S curriculum E.TX CADA	Nov. 2011 Apr. 2012	Dates of presentations. Reduction in tobacco, drug and alcohol incidents.
3.G. Provide consistent immediate discipline for acts of violence, tobacco, and drug and alcohol abuse.	Principal Assistant Principal Counselor/Social Worker	Code of Conduct Discipline Referrals	Each 6 weeks	Reduction in discipline referrals for acts of violence.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
3.H. Increase monitoring system and surveillance in order to decrease acts of violence, tobacco, and drug and alcohol abuse.	Security Officer Maintenance Director Principal Assistant Principal	Cameras Video Equipment	Each 6 weeks	Reduction in tobacco, drug and alcohol incidents.
3.I. Provide annual training for Texas Behavior Support Initiative including Non-Violent Crisis Prevention Intervention.	Asst. Supt Team members	TBSI materials, CPI training & workbooks	Jan. 2012 May 2012	Training completed.
3.J. Continue student drug testing program for extra curricular participants.	Athletic Director Principals	\$7,000 local funds	Random testing throughout the year	Reduction in positive tests.
3.K. Participate in: Red Ribbon Week Campaign Dogs Against Drugs DAVE Curriculum.	Teachers Counselor/Social Worker Principal Assistant Principal	PTA Curriculum Document DAD Contract \$1,300 local	Oct. 2011 Jan. 2012 April 2012	Random searches conducted, Student participation.
3.L. Implement components of TEA approved CSHP <i>Great Body Shop</i> .	PE teachers Health teachers	<i>Great Body Shop</i>	Aug. 2011 Jan. 2012 May 2012	Fitness Gram scores
3.M. Provide a comprehensive PE program that includes sustained active participation each week.	PE teachers	<i>Move Everybody</i> Program, PE TEKS	Aug. 2011 Nov. 2011 Feb. 2012 May 2012	Pre & post test assessments
3.N. Provide nutrition services that promote healthy eating choices.	Food Service Director	USDA guidelines	Aug. 2011 Nov. 2011 Feb. 2012 May 2012	Analysis of nutritional reports.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
3.O. Promote participation of School Health Advisory Council in development and evaluation of program.	SHAC Asst. Supt.		Oct. 2011 Jan. 2012 Mar. 2012 May 2012	Minutes of SHAC meetings
3.P. Upgrade bus fleet to provide safe transportation to and from school.	Dir. Of Transportation	Budget Allocations	Aug. 2011 Jan. 2012 May 2012	Buses purchased and operational
3.Q. Maintain district grounds and buildings: <ul style="list-style-type: none"> • Explore native landscaping options • Clean storage areas behind Prim. and Int. 	Dir. Of Maintenance and staff	Budget Allocations Donations	Aug. 2011 Nov. 2011 Feb. 2012 May 2012	Positive feedback on parent/community and teacher Surveys.
3.R. Evaluate, revise, distribute, and practice evacuation procedures in district Emergency Operations Plan.	Supt. Directors Principals Teachers	District Emergency Operations Plan	Aug. 2011 Nov. 2011 Feb. 2012 May 2012	Plans distributed and procedures practiced.

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GOAL IV: PROVIDE ACTIVITIES TO UNITE ALL FAMILIES, COMMUNITY AND SCHOOLS AS STAKEHOLDERS IN THE EDUCATIONAL PROGRAMS OF EUSTACE ISD.

Obj. I: Promote parent involvement through a variety of avenues.

Title I School-Wide Components: 6

Summative Assessment: Accomplishment of objective as measured by Parent/Community feedback from surveys.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
4.A. Provide opportunities for parent/community involvement. (Ex: School Health Advisory Council, LSC, DEIC, book fairs, PTO, Pumpkin Patch, history fair, Band, Athletic and Ag Booster clubs, Primary Parent Camp, family reading /game nights, grandparent's day, MS report card pick up nights, music programs, six-weeks and year end award ceremonies, field days, POSSE Mentoring Program, Dad's Drop Off.)	Principals Teachers Administrators	Notices sent home, Newsletter, Marquee, Website, PTO	Each 12 weeks	Participant sign-in sheets.

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
4.B. Hold “back to school” night and ‘Bulldog Bash’ in August. TI 5	Principals Teachers	Gym, cafeteria	Aug. 2011	Sign-in sheets.
4.C. Provide opportunities for Parent trainings: <ul style="list-style-type: none"> • <i>Love and Logic training</i> • Parent Computer lab 	Community volunteers Technology Dept. TIS	Computers Thin Clients	Sept. 2011 Jan. 2012 May 2012	Records of parental use.
4.D Promote active participation in local PTO.	Principals Teachers Paraprofessionals	\$5 per person	Oct. 2011 Feb. 2012	100% faculty participation.
4.E. Provide community access to school facilities. (football field, track, library, computer lab, gyms)	Principals	track, library, computer lab, gyms	Aug. 2011 Nov. 2011 Feb. 2012 April 2012	Community involvement increases.
4.F. Conduct survey of parental/community opinion of EISD.	Asst. Supt.	Survey forms	April 2012	Survey Completed.
4.G. Increase parental contacts through the use of technology.	Technology Dept. Principals Teachers	Emails Newsletters Parent Connect	Aug. 2011 Nov. 2011 Feb. 2012 April 2012	Parental responses on surveys.
4.H.. Provide PaySchool on line payment program for parental convenience.	Technology Dept. Web Master	Pay School, EISD Website	Sept. 2011 Jan. 2012 May 2012	Number of uses.

EUSTACE INDEPENDENT SCHOOL DISTRICT 2011-2012 DISTRICT IMPROVEMENT PLAN

GOAL V: PROVIDE HIGHLY QUALIFIED PERSONNEL TO MEET ALL DISTRICT NEEDS.

Obj. 1: Provide competitive salary and benefit package for all staff members to attract and maintain Highly Qualified personnel.
Obj. 11: Provide high quality professional development to teachers, paraprofessionals, and administrators.

Title I School-Wide Components: 3,5

Summative Assessment: Accomplishment of objective as measured by Highly Qualified report data.
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Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
5.A. Provide competitive salary and benefits package for all staff members to ensure instruction by Highly Qualified staff.	Board Approval	Budget allocations	Aug. 2011 Jan. 2012 May 2012	Benefits paid. Low turnover rate for professional employees.
5.B. Promote longevity in professional staff through personal laptop program.	Board approval	Local funds	Aug. 2011 Jan. 2012 May 2012	Low turnover rate for professional employees.
5.C. Attend college and area job fairs to recruit Highly Qualified teachers.	Asst. Superintendent Principal	Registration fees and travel expenses	April 2012 May 2012	Verification of attendance.
5.D. Obtain additional Eng. Pre-AP training.	Principal Teacher	College Board TEA stipend	July 2011	Certificate of attendance

Strategy	Staff Responsible	Resources	Timeline	Formative Assessment
5.E. Provide teachers with course specific STAAR and EOC training.	Superintendent Principals	Title IA Title IIA Title V	Aug. 2011 Oct. 2011 Jan. 2012	Certificates of attendance at workshops.
5.F. Provide CSCOPE 5E Lesson Design training.	Asst. Supt. Principals	Reg. VII personnel	June 2011	Attendance rosters
5.G. Increase staff proficiencies in technology utilization through monthly trainings for each campus. Topics to be presented include: <ul style="list-style-type: none"> • <i>Google Docs, Sites, Search Tools</i> • Atomic Learning • Discovery Streaming • Promethean troubleshooting • Promethean Advanced Flip Chart development • Personal Learning Networks • 21st Century Learners 	Technology Staff TIS	<i>Google Academy</i> program <i>Discovery Learning</i> <i>Promethean</i>	Sept. 2011 Oct. 2011 Nov. 2011 Jan. 2012 Feb. 2012 Mar. 2012 April 2012	Attendance rosters