

# CROCKETT COUNTY CONSOLIDATED CSD

## District Improvement Plan

### 2013/2014

*Every Step, Lion Pride!*

# CROCKETT COUNTY CONSOLIDATED CSD

## **Mission**

*In partnership with parents and community members, CCCCSD will provide an educational experience that will help each student to develop personal knowledge, skills, and competence to maximum capacity, and to develop qualities of citizenship that will make each student a responsible member of society.*

## **Vision**

*Crockett County Schools will encourage, reward, and set expectations for lifelong learning where all people attain their greatest potential and help others to do the same, resulting in strong connections and contributions to society.*

### Nondiscrimination Notice

CROCKETT COUNTY CONSOLIDATED CSD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# CROCKETT COUNTY CONSOLIDATED CSD Site Base

Name	Position
Bricken, Cheryl	Director of Federal & Special Programs
Cantu, Carlos	Community Member
Chavarria, Raul	Superintendent
Childress, Leanna	Middle School Counselor
Childress, Shelly	Parent
Clayton, Ronny	High School Principal
Cowley, Amy	Parent
Criswell, Dana	Middle School Teacher
Fox, Jana	Elementary Teacher
Gutierrez, Matias	High School Teacher
Harmsen, Keith	Technology Director
Harrison, Tisha	High School Counselor
Huddlestun, Lyle	Community Member
Huffman, Karen	District Nurse
Hunnicut, Shannon	Business Member
Jurado, Misty	Parent Liaison
Kain, Rebecca	Elementary Teacher
Maldonado, Kimberly	AVID/College Readiness Coordinator
Martinez, Anna	Transportation Director
Martinez, Chuy	Maintenance Director
McWilliams, Tamara	Middle School Principal
Munoz, Vicky	Elementary Assistant Principal
Perez, Edward	Athletic Director
Perner, Melissa	Business Member
Poindexter, Tonya	Curriculum & Assessment Coordinator
Savala, Janina	Elementary Principal
Sustaita, Minnie	Business Member
White, Vicki	Elementary Teacher

# Resources

Resource	Source	Amount
Free/Reduced Meals	Federal	\$252,000
IDEA PreSchool	Federal	COOP
IDEA Special Education	Federal	COOP
Perkins Federal Grant	Federal	TBD - SSA
Title I	Federal	\$238,121
Title VI - Teacher & Principal Training & Recruit	Federal	\$49,919
Local Funds	Local	\$7,239,031
Bilingual / ESL Funds	State	\$48,520
CTE Funding	State	\$63,151
Foundation Payments	State	\$1,490,694
GT Funds	State	\$14,602
High School Allotment	State	\$42,200
School Improvement Grant	State	\$30,000
Special Education Funds	State	\$369,870
State Compensatory	State	\$364,223

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 1.** All students will reach high standards, at a minimum attaining proficiency or better in Math, English/Language Arts, Reading, Science, and Social Studies as set forth by the No Child Left Behind Act of 2002. Title 1 School Wide Component 9: Implement a plan to ensure that all students master the state's achievement standard and state academic assessments.

**Objective 1.** By the Spring of 2014, 100% of all students in all programs will pass the STAAR and STAAR/EOC Exams.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify strengths and weaknesses through individual students' profiles. Include teachers in decisions regarding the use of assessments. (Title I SW: 1,2,8) (Target Group: All) (NCLB: 1,2)	Campus Principals, Counselor(s), Director of Federal and Special Programs, Grade Level Team, Instructional Staff, SAP committee, Staff	2013 - 2014 School Year	(L)CIA Notebooks & Process, (L)DMAC Educational Software, (S)State Assessment Results	Formative - Individual & group assessment progress
2. Disaggregate test data to identify instructional gaps and determine strategies to address these areas. (Title I SW: 1,2,8) (Target Group: All, LEP, SPED) (NCLB: 1,2)	Campus Principals, Counselor(s), Instructional Staff	2013 - 2014 School Year	(L)CIA Notebooks & Process, (L)DMAC Educational Software	Formative - Assessment results
3. Use TEKS/Vertical Alignment Document/Instructional Focus Document to establish instructional priorities for STAAR, EOC. (Title I SW: 2) (Target Group: All, LEP, SPED) (NCLB: 1,2)	Campus Principals, Instructional Staff	2013 - 2014 School Year	(L)DMAC Educational Software, (O)TEKS	Formative - Integration into all subject areas as revealed in planning documents and instructional activities.
4. Provide staff time for planning and creating new instructional strategies and materials. (Title I SW: 1,2,4,9,10) (Target Group: All, LEP, SPED) (NCLB: 1,2)	Campus Principals	2013 - 2014 School Year	(O)TEKS, (S)ESC XV	Formative - Principal observations Instructional artifacts Achievement results
5. Continuously monitor student performance on performance objectives and provide appropriate remediation and interventions. (Title I SW: 1,2,4,8,9,10) (Target Group: All, LEP, SPED) (NCLB: 1,2,5)	Campus Principals, Classroom teachers, Director of Federal and Special Programs	2013 - 2014 School Year	(F)SCE funds, (L)CIA Notebooks & Process, (L)Compensatory funds, (L)DMAC Educational Software, (L)Progress Reports, (L)STAAR / EOC Software, (S)STAAR / EOC Materials	Formative - Student performance data including TAKS results, EOC exams, and benchmarks.
6. Communicate student performance objectives and activities to all stake holders. (Title I SW: 1,6,9,10) (Target Group: All, LEP, SPED) (NCLB: 1,2)	Parent Liaison, SBDM Team, Staff	2013 - 2014 School Year	(F)Title I, (L)Technology	Formative - Open House & Parent Involvement Agendas Parent Feedback in Conferencing & SDBM
7. Leverage scheduling practices to accommodate the academic and developmental needs of students. (Title I SW: 1,2,10) (Target Group: All, LEP, SPED) (NCLB: 1,2,5)	Campus Principals, Counselor(s), Instructional Staff, SBDM Team	Fall 2013	(L)Instructionally focused calendar, (L)Past knowledge of program	Formative - Assessment results, academic progress measures, dropout and completion rates.

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 1.** All students will reach high standards, at a minimum attaining proficiency or better in Math, English/Language Arts, Reading, Science, and Social Studies as set forth by the No Child Left Behind Act of 2002. Title 1 School Wide Component 9: Implement a plan to ensure that all students master the state's achievement standard and state academic assessments.

**Objective 1.** By the Spring of 2014, 100% of all students in all programs will pass the STAAR and STAAR/EOC Exams.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Ensure opportunity for all students with disabilities and English language learners to meet performance goals on the same basis as all students. (Title I SW: 1,2,6,8,9,10) (Target Group: LEP, SPED) (NCLB: 1,2,5)	Campus Principals, Counselor(s), Director of Federal and Special Programs, Instructional Staff	2013 - 2014 School Year	(F)IDEA PreSchool, (F)IDEA Special Education, (L)ARD meetings, (L)DMAC Educational Software, (L)Inclusion classes, (L)RTI Guidelines, (S)Bilingual / ESL Funds, (S)SIOP(Sheltered Instruction Observation Protocol)	Formative - Assessment results Completion Rates Post-Secondary Engagement
9. Review current curriculum to align with STAAR and EOC objectives (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,2,5)	Campus Principals, Counselor(s), Instructional Staff	2013 - 2014 School Year	(L)CIA Notebooks & Process, (L)Class Curriculum, (L)DMAC Educational Software, (L)TEKS Based Curriculum, (O)TEKS, (S)STAAR / EOC Released Tests, (S)STAAR / EOC Study Guide, (S)State Assessment Results	Formative - Assessment results, including STAAR, EOC, AP, PSAT, SAT, ACT, student skills certifications, and student products.
10. Provide instruction by highly qualified staff (Title I SW: 2,3,5) (Target Group: All) (NCLB: 1,2,3)	Campus Principals, Superintendent	2013 - 2014 School Year	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)School Improvement Grant	Formative - HQ Teacher Reporting
11. Provide staff time for planning, development of instructional strategies and vertical alignment (Title I SW: 2,4,10) (Target Group: All) (NCLB: 1,2)	Campus Principals, Staff	2013 - 2014 School Year	(L)Scheduling	Formative - Principal Observations Planning documentation & Processes Assessment and Product evidence
12. Emphasize critical thinking skills in classroom instruction (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,2)	Campus Principals, Instructional Staff	2013 - 2014 School Year	(F)Title IIA Principal and Teacher Improvement, (L)AVID Resources, (L)Differentiation Strategies, (L)Staff Development Funds, (L)Technology	Formative - Student Performance Indicators and Artifacts

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 1.** All students will reach high standards, at a minimum attaining proficiency or better in Math, English/Language Arts, Reading, Science, and Social Studies as set forth by the No Child Left Behind Act of 2002. Title 1 School Wide Component 9: Implement a plan to ensure that all students master the state's achievement standard and state academic assessments.

**Objective 1.** By the Spring of 2014, 100% of all students in all programs will pass the STAAR and STAAR/EOC Exams.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. Provide high quality on-going professional development (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,2,5)	Campus Principals, Director of Federal and Special Programs, Keith Harmsen, Superintendent, Tiffany Esparza	2013 - 2014 School Year	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)AVID Resources, (L)Differentiation Strategies, (L)Technology, (L)Technology Integration, (S)ESC XV, (S)Project Share, (S)SIOP(Sheltered Instruction Observation Protocol)	Formative - Student performance as revealed in classroom observations, products, assessment results.
14. Expand Technology Integration across the Curriculum for High Impact. (Title I SW: 1,4) (Target Group: All) (NCLB: 1,2,4)	Instructional Staff, Keith Harmsen, Principal, Superintendent, Tiffany Esparza	2013 - 2014 School Year	(L)Local Funds, (L)Technology Funds, (L)Technology Integration, (S)ESC XV, (S)Inservice Training	Formative - Observed increased student engagement and motivation. High quality products and experiences.
15. The CCCCS D will provide and maintain school housing, provide school employee insurance, and remain competitive in above state base pay	Board of Trustees, Raul Chavarria	2013-2014 School Year	(L)Budgeted funds	Formative -

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 2.** A high attendance rate will be achieved and maintained.

**Objective 1.** Crockett County CCSD will maintain an attendance rate of 97% by all students populations for 2013-2014 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide process for recording and follow-up on daily attendance and continue Saturday School (Title I SW: 2,6,9,10) (Target Group: All) (NCLB: 1,2,5)	AVID/College Readiness Coordinator, Campus Principals, Counselor(s), Parent Liaison, Staff	2013 - 2014 School Year	(F)SCE funds, (L)Assistant Principal Position, (L)Attendance reports, (L)Bilingual Staff, (L)Exemption policy, (L)Justice of The Peace, (S)State Compensatory	Formative - Attendance reports, Completion Rates
2. Maintain an incentive program to promote increased attendance and reward perfect attendance (Title I SW: 6,9,10) (Target Group: All) (NCLB: 1,2,5)	Campus Principals	2013 - 2014 School Year	(L)Budgeted money for rewards and incentives, (L)Exemption policy, (L)Parent Liaison, (L)Parent Participation, (L)Phone calls	Formative - Attendance Reports Saturday Schol Records Completion Rates
3. Use PDAS Domain VII-Criterion 6 to hold staff accountable for attendance.	Campus Principals, Staff	2013 - 2014 School Year	(L)Weekly attendance reports, (S)PDAS	Formative - Attendance reports
4. Leverage school and community resources to promote awareness of the importance of regular attendance . (Title I SW: 6,9) (Target Group: All) (NCLB: 1,2,5)	Campus Principals, Counselor(s), Faculty & Staff, Karen Huffman, Parent Liaison	2013 - 2014 School Year	(L)Attendance reports, (L)CATCH Program, (L)Community Support Monies, (L)Parent Liaison, (L)School communications, (L)Technology, (L)Weekly attendance reports	Formative - Attendance Reports Parent participation
5. Provide a wellness program that includes instruction in diet, nutrition and exercise for all students. (Title I SW: 6,9,10) (Target Group: All) (NCLB: 1,2,5)	Karen Huffman, SHAC Committee, Teacher(s)	2013 - 2014 School Year	(F)Free/Reduced Meals, (L)CATCH Program, (L)Community Resources, (L)Counselor, (L)SHAC Committee	Formative - Attendance, promotion, completion rates.



# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 3.** A low-drop rate will be achieved and maintained.

**Objective 1.** Crockett County will have a drop-out rate of 1.0% or less for the 2013-2014 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify and address needs of migrant, LEP students. (Title I SW: 1,2,6,9) (Target Group: ESL, Migrant, LEP) (NCLB: 1,2,5)	Campus Principals, Counselor(s), Director of Federal and Special Programs, Parent Liaison, Teacher(s)	2013 - 2014 School Year	(L)Attendance reports, (L)Bilingual Staff, (L)ESL funds, (L)Parent Liaison, (S)AEIS Data	Formative - Attendance, performance data for LEP students.
2. Flex and Accelerated programming at OHS to recapture drop-outs and save at-risk students. (Title I SW: 1,2,9,10) (Target Group: AtRisk) (NCLB: 1,2,5)	Counselor(s), OHS Counselor, OHS Principal, Raul Chavarria	2013 - 2014 School Year	(L)Budgeted funds, (S)State Compensatory	Formative - Drop Out Rates Completion Rate
3. Pregnancy prevention programs	OHS/OMS Principals	2013 - 2014 School Year	(L)Budgeted funds, (L)Materials	Formative - Completion Rates PEIMS data

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 4.** Students will take and improve performance on college admission tests versus state, regional performance levels.

**Objective 1.** At least 50% of all OHS High School seniors will take a college admissions test and 40% of them will score 1050 or above on the SAT or 25 or above on the ACT for the 2013-2014 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase student awareness of college admissions test and admissions processes. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1,2,5)	AVID/College Readiness Coordinator, OHS Counselor, Parent Liaison	2013 - 2014 School Year	(L)Test Prep Materials / Software, (S)GO Center Resources, (S)PSAT tests	Formative - ACT/SAT results Post-Secondary Enrollment data
2. Increase participation in AP and Dual Credit classes. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1,2,5)	AVID/College Readiness Coordinator, OHS Counselor	2013 - 2014 School Year	(L)AP/pre-AP classes, (L)Budgeted money for rewards and incentives, (L)Information/Counseling Strategies, (L)Parent Liaison, (L)Recruiting practices, (L)Technology	Formative - AP, Dual Credit Enrollment AEIS data related to College Readiness
3. Deliver a coordinated program of college awareness activities including campus visits, parent outreach, and financial aid sessions. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1,2,5)	AVID/College Readiness Coordinator, OHS Counselor	2013 - 2014 School Year	(L)Counseling materials, (L)Technology, (L)Test Prep Materials / Software, (L)Transportation, (S)GO Center Resources, (S)High School Allotment	Formative - ACT / SAT Participation / Results AP, Dual Credit Enrollments GO Center Logs Parent Participation in College Readiness Activities

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 5.** Students will graduate prepared to successfully enter the workforce or post-secondary training.

**Objective 1.** At least 90% of all Ozona High School seniors will graduate and will participate in some post-secondary training in the 2013-2014 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a student advisory program for all students.	Administrators, AVID/College Readiness Coordinator, Counselor(s), Faculty & Staff, Parent Liaison, Parents	2013 - 2014 School Year	(L)Community Resources, (L)Parent Participation, (L)Teacher mentors	Formative - AEIS data related to dropouts, completion rates.
2. Promote pregnancy prevention program and other sponsored projects.	OHS Counselor, OHS/OMS Principals, Staff	2013 - 2014 School Year	(L)Budgeted funds, (L)Materials	Formative - Low teenage pregnancy rate
3. Enhance Career and Technology offerings to capitalize on student interest and post-secondary plans. (Target Group: All)	Campus Principals, Counselor(s), Superintendent	2013 - 2014 School Year	(F)Perkins Federal Grant, (O)Tech-Prep Grant, (S)CTE TEKS	Formative - CTE Enrollments Completion Rates Post-Secondary Engagement
4. Publicize and promote the admission and financial aid benefits of participation in the Recommended Graduation Plan. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 1,2,5)	AVID/College Readiness Coordinator, OHS Counselor, OHS Principal, Parent Liaison, Teacher(s)	2013 - 2014 School Year	(L)Advisory classes, (L)Counseling services, (L)Information/Counseling Strategies, (L)Teacher mentors, (S)GO Center Resources	Formative - Completion Rate Recommended Graduation % College Admissions
5. Coordinate and integrate federal, state, and local services and programs to enhance completion rates.	Campus Principals, Counselor(s), Superintendent	2013 - 2014 School Year	(L)Staff and faculty	Formative - Number of successful graduates

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 6.** The school will provide a safe and healthy learning environment.

**Objective 1.** Lower all types of violent acts by developing meaningful intervention plans and involving stakeholders in awareness activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School staff will receive training and support in specific crisis response and non-violent intervention techniques . (Title I SW: 9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s), Crisis Safety Team, Director of Federal and Special Programs, Grade Level Team, SAP committee	2013 - 2014 School Year	(L)Campus Crisis management plan, (L)CPI training, (L)Menard Co-op, (L)SAP training manual, (L)Team Leadership, (S)ESC XV, (S)Inservice Training	Formative - Training verification
2. A comprehensive Health Curriculum will be maintained to include instruction related to healthy choices, emotional & mental health, sexuality and relationships, and tolerance. (Title I SW: 9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s), Instructional Staff, Karen Huffman, Parents	2013 - 2014 School Year	(L)Advisory classes, (L)Campus Crisis management plan, (L)Class Curriculum, (L)Dating Violence Programming, (L)Parent Liaison, (L)SHAC Committee, (L)Worth the Wait	Formative - Pregnancy rates Discipline Data Counseling Records
3. Ensure support for smooth transitions for students across grade levels and campuses. (Title I SW: 1,7,9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s), Faculty & Staff, Parent Liaison	2013 - 2014 School Year	(F)Title IV Safe and Drug Free, (L)Community Resources, (L)Counseling services, (L)Parent Liaison, (L)Registration packets, (L)Student Handbook, (S)Inservice Training, (S)Parents Make a Difference information from Region	Formative - Drop-out rate Discipline Data Attendance Rates
4. The District shall organize and deliver a variety of programming and activities aimed at increasing student awareness and sensitivity to developing positive relationships, violence and crime prevention, including: Positive Decision Making Models, Anti-Bullying; Cyber-Bullying threats and responses; positive relationships with law enforcement and community. (Title I SW: 1,9,10) (Title I TA: 3,8) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s), DARE Officer, Director of Federal and Special Programs, Superintendent	2013 - 2014 School Year	(L)Bullying Curriculum, (L)Bullying Hotline, (L)Campus budget, (L)DARE, (L)Local / Corporate Sponsors, (L)Why Try	Formative - Reduced Discipline Referrals; Improved School Climate; Improved Relationships with Community and Service Agencies

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 6.** The school will provide a safe and healthy learning environment.

**Objective 2.** Actively assess, plan and maintain a comprehensive School Safety and Security Plan to ensure student and staff wellness and security and protect district assets and resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain a comprehensive Safety and Security Plan, including required Safety Audits, Emergency Management and Response Protocols, Drills, Safety and Security Systems and Equipment, and strong relationships with Law Enforcement and First Responders. (Title I SW: 1,9,10) (Title I TA: 3,6,8) (Target Group: All) (NCLB: 4)	Administrators, Board of Trustees, CC Sheriff's Department, Crisis Safety Team, DARE Officer, Faculty & Staff	2013 - 2014 School Year	(F)REMS Grant, (L)Campus Crisis management plan, (L)Facilities, (L)Local / Corporate Sponsors, (L)Local Funds, (L)Maintenance Department, (L)School communications, (L)School Personnel, (L)Services Using Region XV Education Service Center, (L)Site Base Committee	Formative - Safety and Security Audits reveal fewer vulnerabilities or gaps; More Frequent and improved quality Drills; Comprehensive, functional Security and Surveillance Systems; Reduced Incidence of Criminal Activity and Losses

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 7.** The school will actively promote and support parent involvement.

**Objective 1.** Increase parent involvement in teacher/parent activities to reach 40% of the student population.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement parent/teacher conference practices that include examination and reflection on student work.	Campus Principals, Parent Liaison	2013 - 2014 School Year	(L)Budgeted funds, (L)Facilities, (L)Progress Reports	Formative - Parental attendance
2. Parents attending ARD meeting of special needs students and LPAC meeting will receive adequate information and support, including translation services.	Campus Principals, Counselor(s), Director of Federal and Special Programs, Parent Liaison, Special Education Staff, Special Programs Director	2013 - 2014 School Year	(L)LEP, (L)Progress Reports, (L)Special Needs Data	Formative - ARD/LPAC meeting attendance
3. Utilize strategies to increase parental involvement. (Title I SW: 1,2,6,10) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s), Staff, Superintendent	2013 - 2014 School Year	(L)Parent Liaison, (L)Technology, (S)21st Century Schools Grant	Formative - Parent participation
4. CCCCSD will develop a regular Parent Resource Center offering awareness and skills opportunities aimed at assisting parents in supporting and extending learning at home. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Director of Federal and Special Programs, Parent Liaison	Spring 2014	(F)Federal Programs Office, (F)Title I, (L)Counselor, (L)Local Funds, (L)Parent Liaison	Formative - Parent Participation Logs

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 8.** The district will attract and retain highly qualified teachers.

**Objective 1.** The district will utilize strategies to attract and retain highly qualified teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will employ robust recruitment strategies to attract Highly Qualified talent, including participation in College and Regional Job Fairs, promotion and publication in a variety of media outlets, leveraging web technologies and social media, and maintenance of strong relationships with educator preparation institutions. (Title I SW: 1,2,3,5,10) (Target Group: All) (NCLB: 3)</p>	<p>Campus Principals, Superintendent</p>	<p>2013 - 2014 School Year</p>	<p>(L)Budgeted funds, (L)School communications, (L)Technology, (O)None</p>	<p>Formative - All teachers will be certified and highly qualified.</p>
<p>2. The district will continually examine recruitment and retention strategies, including strategic compensation to attract and retain instructional talent, especially in hard-to-fill and high-service areas. (Title I SW: 1,3,10) (Target Group: All) (NCLB: 3)</p>	<p>Board of Trustees, Campus Principals, Superintendent</p>	<p>2013 - 2014 School Year</p>	<p>(F)Title IIA Principal and Teacher Improvement, (L)Budgeted funds, (L)Stipends</p>	<p>Formative - All teachers will be certified &amp; highly qualified.</p>

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 9.** All CCCCS students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Objective 1.** Provide a comprehensive awareness and prevention program involving 100% of the student body to improve the students' ability to make healthy choices and decisions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district counseling program will promote anti-bullying, character education, healthy choices, dating violence awareness, and non-violent conflict resolution. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Counselor(s)	2013 - 2014 School Year	(L)Bullying Curriculum, (L)Bullying Hotline, (L)Counseling materials, (L)Counseling services, (L)Dating Violence Programming, (L)Why Try Curriculum	Formative - Student participation
2. A high quality, comprehensive Counseling program will be available to individual students and groups. (Title I SW: 1,9,10) (Target Group: All) (NCLB: 4)	Counselor(s)	2013 - 2014 School Year	(L)Counseling materials	Formative - Program Records
3. Students returning from suspensions or DAEP will be provided support to assist with their transition back to campus. (Title I SW: 1,9,10) (Target Group: All) (NCLB: 4,5)	Campus Principals, Classroom teachers	2013 - 2014 School Year		Formative - Discipline data related to repeat offenses, placements.



# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 9.** All CCCCS students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Objective 2.** The district will work to provide the most modern and safe physical environment in support of a 21st Century Education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will utilize Collaborative, Inclusive processes to develop a Facilities Plan to modernize campuses - especially Ozona High School. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Board of Trustees, Business Manager, Superintendent	May 2014	(L)Local Funds, (L)School Personnel, (L)Site Base Committee	Formative - Sound, Comprehensive Facilities Plan in Place

# CROCKETT COUNTY CONSOLIDATED CSD

**Goal 10.** Crockett County CCSD will continually enhance safety and security processes for students and staff.

**Objective 1.** Collaborate with community and county first responders in effort to enhance district's emergency management plan.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain a comprehensive Emergency Response Database and Safety Audit Program to assist in monitoring safety, threats, and provide Staff and First Responders with support and information to ensure the safest campuses possible. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Superintendent, Technology Director	2013 - 2014 School Year	(F)REMS Grant	Formative - Complete Database complete with Planning Components by Summer 2011.
2. The district will develop and maintain a comprehensive, coordinated Emergency and Crisis Response Plan to ensure the highest levels of safety and security for students and staff. (Title I SW: 9,10) (Target Group: All) (NCLB: 4)	Campus Principals, Crisis Safety Team, Superintendent	2013 - 2014 School Year	(F)REMS Grant, (L)Budgeted funds, (L)Community Resources, (L)Crisis Management Intervention, (L)Disaster drill information, (L)Facilities, (L)Technology, (L)Two-way radios, (S)ESC XV, (S)ESC XV Staff	Formative - EOP documentation and databases Staff development records Incident reports and safety records School Safety Audit

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2013/2014 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# A DECLARATION OF BELIEFS AND VISION

**A DECLARATION OF BELIEFS AND VISIONS APPROVED BY THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT BOARD OF TRUSTEES**

***\*THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT EXISTS FOR THE EDUCATION OF THE CHILDREN OF CROCKETT COUNTY***

***\*THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT EXISTS TO SUPPORT THE RELATIONSHIP BETWEEN TEACHERS AND STUDENTS***

***\*THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT WILL FOCUS ON IMPROVING STUDENT PERFORMANCE FOR ALL STUDENTS***

***\*THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT WILL REQUIRE A COMMON CORE OF ACADEMIC SUBJECTS FOR ALL STUDENTS***

***\*THE CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT WILL DECENTRALIZE BY INVOLVING ALL OF THE STAKEHOLDERS***

The Superintendent of Schools along with the administrative team shall initiate a process for the development of a plan to implement the beliefs detailed in this process.

## **GUIDELINES FOR EDUCATIONAL EXCELLENCE**

### **I. BROAD-BASED INVOLVEMENT AT THE CAMPUS AND DISTRICT LEVEL**

The governance structure of educational programs, the selection of instructional methods and strategies, the plans and decisions for improvement of programs and services; all of these aspects of education are to be done with broad-based involvement of the community through the school trustees, district and campus administrators, educators, parents, and students.

### **II. CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT EDUCATIONAL LEADERSHIP TEAM**

\*A Common School District is governed by a board of trustees who, as a body corporate, shall oversee the management of the district.

\*Superintendent of Schools, administrators, and counselors meet every two to three weeks to discuss research, ideas and concerns.

\*Receive, review and prioritize annual report/recommendations of each district committee in order to keep the Crockett County Consolidated Common School District Board of Trustees informed.

### **III. BROAD BASED REVIEW**

\*Use a variety of methods (public meetings, newsletters, brochures, newspaper articles and committees) to build community understanding and support for recommendations and programs.

### **IV. CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT BOARD**

\*Adopt policy in compliance with state and federal law.

\*Adopt goals and objectives based on information presented by the superintendent and in conformity with local community expectations,

\*Receive annual report and recommendations from the Crockett County Consolidated Common School District Leadership Team.

## **CAMPUS IMPROVEMENT PLAN AND STRATEGIES**

Individual Multi-Year Campus Improvement Plans That Include:

\*Campus mission statement and goals; priorities determined through use of data, district surveys, and questionnaires.

- \*Expected student outcomes (standards of excellence, not minimum competency standards).
- \*Strategies and time-lines for improvement.
- \*Description of how resources will be used, redirected to support strategies (including waivers needed on local, state or federal rules, regulations or policies).
- \*Necessary technical assistance and support to plan, develop, and implement campus improvement strategies and outcomes.

## **INDICATORS OF SUCCESS**

Annual progress report to the Crockett County Consolidated Common School District Board of Trustees and community on student performance and campus goals.

## **ACCOUNTABILITY AND RESULTS**

- \*Achievement of Student Performance: attainment of Excellence and Equity as measured by valid assessments and related outcome measures.
- \*Standardized Test Scores: TAKS, SAT or ACT, and others (percent passing and excelling; trends for the campus and district, “expected” v. “actual” results).
- \*Portfolios of Student Work and alternative assessment methods.
- \*Enrollment in higher level courses or advanced courses.
- \*Graduation with advanced courses on students’ transcripts.
- \*Academic Progress of Students with Special Needs (e.g., Limited English Proficient, Exceptional Student Education, and Title I Regular).
- \*School Promotion, Ozona High School Graduation, Dropout, and Attendance Rates.
- \*Post Graduation Success (e.g., job placement, success in the work-place, further education, post high school training, etc.).

## **OTHER INDICATORS OF SUCCESS**

- \*Research-Based Indicators for Schools of Excellence and Effective Schools.
- \*Student Attendance, Suspension, Corporal Punishment, and Expulsion Rates.
- \*Staff Effectiveness.
- \*Administrative and Instructional Leadership profiles.
- \*Parent and Community Support and Involvement in Assisting Students to Achieve.

## **CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT PRIORITIES AND GOALS**

### **1. STUDENT ACHIEVEMENT**

Improve the overall academic achievement of all students at all grade levels through planning, staff development, and implementing comprehensive multi-year campus improvement plans focused directly on achieving student performance standards of excellence and equity.

### **2. CORE CURRICULUM**

Plan, develop, and require a core curriculum of academic subjects for all students that reflects internationally competitive standards for student performance and multi-cultural diversity.

### **3. DECENTRALIZATION AND SITE-BASED DECISION-MAKING**

Implement decentralization through site-based decision-making for the purpose of allowing each campus site-based decision-making committee to not only determine the methods but also assume responsibility for improved student achievement and increased school effectiveness. There are two main guidelines that govern decisions by campus site-based decision making committees: What does research or best practices say and how will it enhance student performance? Other guidelines are: Strategies and activities cannot be illegal, immoral or in violation of state or federal laws.

### **4. ATTENDANCE**

Plan, develop, and implement strategies for improving/maintaining student attendance with an overall goal of 97% of students in average daily attendance throughout each of the next two years knowing the State’s Standard is 95%. Attendance contributes to the accomplishment of all other goals.

### **5. QUALITY STAFF AND STAFF DEVELOPMENT**

Attract, retain, and educate through staff development the most effective teachers, administrators, and other staff while ensuring that staff at all levels treat each other,

students, and parents with sensitivity and respect.

## **6. PARENTAL AND COMMUNITY INVOLVEMENT**

Increase parental involvement while creating partnerships with parents, business, community organizations, local and state agencies and institutions of higher learning.

## **7. GRADUATION AND DROPOUT RATES**

Increase the district's student graduation rate and reduce the district's student dropout rate by meeting or exceeding the state graduation standard of 99% while maintaining a student dropout rate lower than the state standard of 1%.

## **8. PRODUCTIVITY**

Increase access to learning for students and employees through enhanced technology, reduction of paperwork and reduced bureaucracy.

## **9. SCHOOL CLIMATE AND FACILITIES**

Insure a climate conducive to teaching and learning by providing and maintaining clean, safe, and secure facilities.

## **10. STUDENT DISCIPLINE**

Provide a discipline management program that leads to a learning atmosphere in which students' behavior reflects a respect for themselves and others by taking ownership and responsibility for their actions.

## **11. SCHOOL TO WORK TO COLLEGE PREPARATION**

Prepare all students with relevant career and life skills that reflect both the needs of the global economy and the students' individual needs and aspirations. Additionally, the district will provide opportunities for acceleration and enrichment as appropriate to the needs of high capacity students.

## **12. COUNSELING**

Comprehensive counseling services will be made available to all students. Services will include guidance and wellness topics, decision-making, suicide prevention, conflict resolution, violence prevention, or dyslexia treatment as necessary. Additionally, the high school counselor's office will make available to middle and high school students' parents information about:

- a) higher education admissions and financial aid opportunities
- b) the need for students to make informed curriculum choices to be prepared for success beyond high school.

# District Site-Based Team Signature Page

## Crockett County CCSD Site-Based Decision Making Committee

The following members of the District Site Base Decision Making Committee have reviewed and recommended the attached District Improvement Plan for the school year 2012-2013:

**Committee Chair:**  
Raul Chavarria (Superintendent)

### Permanent Terms:

Cheryl Bricken (Director of Federal & Special Programs) \_\_\_\_\_

Misty Jurado (Parent Liaison) \_\_\_\_\_

Ronny Clayton (High School Principal) \_\_\_\_\_

Tamara McWilliams (Middle School Principal) \_\_\_\_\_

Janina Savala (Elementary Principal) \_\_\_\_\_

Vicky Munoz (Elementary Assistant Principal) \_\_\_\_\_

Tonya Poindexter (Curriculum & Assessment Coordinator) \_\_\_\_\_

Karen Huffman (School Health Coordinator) \_\_\_\_\_

Edward Perez (Athletic Director) \_\_\_\_\_

Anna Martinez (Transportation Director) \_\_\_\_\_

Chuy Martinez (Maintenance Director) \_\_\_\_\_

Keith Harmsen (Technology Coordinator) \_\_\_\_\_

Cynthia Hokit (Business Manager) \_\_\_\_\_

### Campus / Department Representatives:

Jana Fox(Elementary) \_\_\_\_\_

Rebecca Kain (Elementary) \_\_\_\_\_

Vicki White (Elementary) \_\_\_\_\_

Dana Criswell (Middle School) \_\_\_\_\_

Leanna Childress (Middle School) \_\_\_\_\_

Kimberly Maldonado (High School) \_\_\_\_\_

Matias Gutierrez (High School) \_\_\_\_\_

Tisha Harrison (Counseling) \_\_\_\_\_

**Parent Representatives:**

Amy Cowley \_\_\_\_\_

Shelly Childress \_\_\_\_\_

**Business Representatives:**

Shannon Hunnicutt \_\_\_\_\_

Minnie Sustaita \_\_\_\_\_

**Community Representatives:**

Carlos Cantu \_\_\_\_\_

Lyle Huddlestun \_\_\_\_\_

Melissa Perner \_\_\_\_\_