



2019-2020 District Improvement Plan Executive Summary

Goal 1 – Educational Excellence (Teaching and Learning/Curriculum and Instruction/Student Achievement)

- Continue to implement with fidelity in all classrooms the *Foundation Trinity* authored by Sean Cain (Common scope and sequence, short-term common assessments, increased monitoring and support of teachers); **offer summer refresher training sessions for staff members.**
- Continue to implement a formalized “DATA DIG” process whereby the District Leadership Team members meet with campus leadership **on a weekly basis** to discuss each student on the failing list for one or more courses to compare all other available data on students (attendance, discipline, benchmarks, etc.), to create a personalized intervention plan for each student.
- Continue to grow the RtI program to align to the district RtI framework to service campus sub-populations.
- Continue benchmarking and addressing student academic needs through the use of *NWEA Measures of Academic Progress (MAP) in math and science, Istation in reading and math, Interim STAAR*, and other district programs.
- Continue to emphasize the importance of writing across the curriculum to improve student writing skills using “Writing Critically” from the *Fundamental Five*, and provide resources for the instruction of writing in ELAR classrooms with *6 Traits of Writing Trait Crates* and *The Writing Academy Curriculum Guide*.
- **Restructure all TEA STEM designated initiatives and review ways to offer the *Project Lead the Way Launch* program in grades K-5 classrooms and technology elective.**
- Offer professional development on instructional technology integration in conjunction with campus identified needs through scheduled PLTs.
- Continue to grow a G/T program that services G/T students during the instructional day, as well as offer extension activities.
- **Continue** implement new Agricultural Science activities at grades PK-5 in conjunction with secondary Agricultural Science program; **including new Master Gardener initiative.**
- Create and implement a West ISD attendance recognition program to increase student daily attendance.
- Create and implement grade 4 financial literacy day in conjunction with our partner bank.
- **Hold biweekly data meetings with teachers to discuss individual student progress, set instructional goals, and create action plans based on TIP action items.**
- **Continue to grow the balanced literacy instructional method with guided reading for ELAR teachers; including the *Fountas and Pinnell Classroom Literacy System* in grades K-5.**
- Implement a plan to grow the 4-H program in conjunction with the County Extension Office.
- **Continue to implement the Little Trojan Academy after school tutoring program.**
- **Continue to provide support for teachers in guided reading and math strategies via district staff and/or outside consultants.**
- **Add a full-time Reading Interventionist, retain fifth grade 5 teaching position, and review the ESL and PK staffing plans.**
- Implement and continue to review the West ISD Grading and Reporting Guidelines.
- Provide ongoing support for West High/Middle School as a TEA STEM-designated campus.
- Continue to grow *PLTW (Project Lead the Way) Gateway* program at WMS; *Launch* program at WES and Biomedical Science, Computer Programming, and/or Engineering strands at WHS.
- **Add life skills initiative to the grades 9-12 calendar through Advisory. This program will include “life skill” training and lessons (i.e., sewing, cooking, car maintenance, financial literacy, insurance, taxes, etc.).**
- **Review and add the *Nepris Virtual Field Trips* curriculum at grades 6-12.**
- **Review ESL staffing plan.**
- **Schedule an art show in conjunction with other fine arts opportunities.**
- **Review the need for a daily advisory program at grades 6-12.**
- **Add a service component to the West ISD Graduation Plan.**
- **Recruit a higher education partner or budget locally to help reduce the tuition costs of dual credit coursework for all students.**
- **Review and implement the Texas Core Curriculum (TCC) for dual credit course selection purposes.**
- **Grow licensing, job shadowing, certification, and capstone project options/opportunities for all students; for year 1, 3 TEA Industry-Based Certificates.**
- **Schedule TSI camps and PSAT/SAT/ACT preparation programs to help prepare students for college admission tests.**
- **Add Grade 12 Capstone course (with Job Shadowing component) for the final pathway course for all Project Lead the Way (PLTW) and Career and Technical courses; including the year 3 Cyber Security course.**

- Identify and purchase a math resource (hardcopy or online) for home usage for Grades K-8 and Algebra I.
- Transfer English as a Second Language (ESL) files from “paper” to eSped.
- Add a line item to the budget for extra duty pay for the Trojan Academy program at both West Elementary School and West Middle/High School.

Goal 1.1 – Staff Development

- Provide quarterly writing curriculum training and planning time for ELAR teachers.
- Provide intensive and ongoing training for compliance and on various components of the West ISD iRevolution Initiative (*Doceri, iPad U, Apple TV, DirecTV, Skyward, Eduphoria, Eduhero, eStudio, Safari, etc.*).
- Refine the District *Response to Intervention* Plan and provide guidance and training for a clear understanding of the process.
- Ensure that all staff receive annual training to comply with all state and federal mandates.
- Ensure that all instructional staff have received an update to training for teaching gifted and talented students.
- Continue to provide local staff development as it pertains to student engagement, 21st century learning, and other innovative and relevant instructional methods including use of the TEKS Resource System (TRS).
- Continue to provide training on iPad integration for each teacher for 21st century instructional practices.

Goal 2 – Safe and Secure Schools

- Continue to provide intensive training for campus staff on suicide prevention as required by House Bill 2186.
- Continue to implement all legal components of *David’s Law* as required by Senate Bill 179.
- Refine campus emergency operations procedures as defined by the Governor’s School and Firearm Safety Action Plan.
- **Continue** to implement human sexuality curriculum, drug/alcohol awareness program (*Too Good*), and student drug testing policy.
- Implement *C.A.T.C.H.* program in all physical education classes.
- Continue training all special education staff and administrators in *Crisis Prevention Intervention*.
- **Train and implement the ALICE (Alert, Lockdown, Inform, Counter, Evacuate) Emergency Operations protocols to provide all staff additional training and tools on how to more proactively handle the threat of an aggressive intruder or active shooter event.**
- **Implement anti-energy drink consumption and vaping programs.**

Goal 3 – Recruit and Retain Committed Educators

- Continue to review and create a plan to increase compensation for staff in the following areas: Certified Salary Schedule, Minimum Grade of the Paraprofessional Pay Grades, Minimum Grade of the Professional Pay Grades, Auxiliary Salary Schedule, and Stipend Schedule.
- **Review policy on the Teacher Appraisal System via TASB and research what standards other local school districts are utilizing for the waiving of the new Texas Teacher Evaluation and Support System (T-TESS) for exemplary teachers.**
- Implement *Trojan Pep Talks, Grow and Glows, and Pineapple Walks* in order to increase collaboration between teachers and encourage best practices.
- Implement all components of the Staff Wellness Initiative.
- Continue to implement the ESL Certification program for targeted teachers.
- Distribute and review staff mid-year surveys.

Goal 4 – Community and Parent Involvement

- Continue to publish campus news and events on Facebook, Twitter, Skylert, Schoology, and campus webpage.
- **Create teacher websites tied to the campus webpage. Investigate whether Schoology is a good option for parent engagement at the elementary level.**
- **Implement a single sign-on solution for all West ISD software for students, parents, and staff.**
- **Schedule a Volunteer Appreciation Breakfast.**
- **Roll out the new West ISD app.**
- **Add back “Coffee with the Supe” and “Soup with the Supe” events for community collaboration with the Superintendent.**
- **Implement a community and alumni-based (i.e., non-West ISD parents) communication tool for West ISD news and updates; Include Board Meeting news (i.e., agenda item specifics) in the updates.**

Goal 5 – Efficient and Effective Operations

- Craft a recommendation to present to the Board of Trustees for consideration on a plan for a new West Elementary School. Continue to review all annual maintenance projects to continue to maintain the campus.
- Review and implement the student technology replacement plan.
- Complete the next round of the West ISD Fixed Assets Inventory.
- Begin to close the books and complete the final audits on all FEMA projects.
- Add interior signage and branding to the new West Middle/High School campus.
- Integrate new greenhouse and campus garden at West Middle/High School into applicable campus activities.
- Locate a new site for the small animal Ag barn.
- Complete the work to remove the concrete from the West Intermediate School and Trojan Field sites and look to sell the land for possible new home growth.
- Ensure IT assistance is provided in a timely manner at the Brookhaven Youth Ranch.
- Ensure the Brookhaven Youth Ranch MOU is updated on an annual basis as required by ESSA.
- Craft new West ISD Facility Usage guidelines; Specifically for the gymnasiums, athletic fields, and Fine Arts Center.
- Complete the new parking lot project at West Middle/High School.
- Complete the new football storage project at West Middle/High School.
- Complete the records retention plan from Maintenance to the new West ISD Administration Building.
- Complete the West ISD Auction for the last of the materials and fixed assets in the warehouses in Waco.