

DIME BOX ISD
DISTRICT IMPROVEMENT PLAN
2018-2019



THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campus will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Title I, Part A

Schoolwide Components:

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, Principal, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Goal 1:

Create a student-centered district that is data-driven and supports the evolution of a student-centered classroom generating improved student achievement.

Objective 1A:

Implement an instructional delivery system that enables teachers to address the TEKS and utilize progress monitoring to ensure improved student learning.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Implementation of curriculum, which is aligned with the TEKS and has integrated the English Language Proficiency Standards (ELPS), College and Career Readiness Standards (CCRS), and the Technology Applications TEKS for grades K-12.	Superintendent Principal Faculty/Staff Associate Principals	Local, Comprehensive	August 2018 - May 2019	Curriculum Documents (revised scope and sequences) Walkthrough Documentation, TTESS	Student Progress Lesson Plans
Develop systems to ensure alignment of instruction to the TEKS.	Superintendent Principal Faculty/Staff	Local Title I/II	Summer 2018-May 2019	Curriculum Documents (revised scope and sequences) Walkthrough Documentation	DMAC Reports Student Progress
Continue training in DMAC to ensure the effective use of data to drive instructional decisions	Principal Instructional Coach	Local Title I/II	September 2018	User Logs Student Progress Monitoring Records	DMAC Reports Student Progress
Train teachers on the effective use TEKS Resource System and available resources and monitor implementation in all four core content areas K-12.	Principal Instructional Coach	Local Title I/II, Comprehensive	October 2018	Walkthrough Documentation	Lesson Plans
Support the lesson planning process with continued teacher training to support and reinforce identified Comprehensive areas in curriculum and instruction	Principal Instructional Coach	Local	August 2018	Walkthrough Documentation	Lesson Plans
Review and revise the assessment system that measures an aligned sequence of objectives to appropriately inform instruction	Principal Instructional Coach	Local Title I/II	August-October 2018	Local assessment data results; curriculum documents; resequencing of scope and sequence	Student Progress Report Cards Lesson Plans Walkthrough Data

Goal 1:

Create a student-centered district that is data-driven and supports the evolution of a student-centered classroom generating improved student achievement.

Objective 1A (continued):

Implement an instructional delivery system that enables teachers to address the TEKS and utilize progress monitoring to ensure improved student learning.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide instructional coaching and job embedded professional development in order to employ research-based instructional strategies to meet all students' needs including migrant students.	Principal Instructional Coach	Local Title I/II, Comprehensive	Each week Minimum 1 day per week	Walkthrough Documentation PLC Sign in Sheets	PLC Agendas Lesson Plans Student Progress
Conduct consistent monitoring of classroom instructional time by all campus leadership teams.	Principal Instructional Coach	Local	September 2018 – May 2019	Walkthrough Documentation	Lesson Plans
Continue Response to Intervention (Rti) services at all campus for students not achieving at grade level standards in reading and math and refer when appropriate to dyslexia treatment program to meet all students' needs including migrant students.	Principal Intervention Specialists	Local Title I/II SCE	Each 6 weeks	Rti Schedules	Student Grade Reports
Invest in instructional technology to prepare students for 21 st century skill sets.	Superintendent Principal	Local SIP	September 2018 – May 2019	Classroom Devices Computer Lab	Purchase Orders Usage Reports
Provide support for the students at risk of dropping out of school by providing supplemental instruction through instructional resources, staff development resources, including credit recovery.	Principal	Local SCE	September 2018- May 2019	Report Cards	Graduation Rates College Readiness
Provide information regarding curriculum/career choices that prepare students for success beyond high school.	Principal r	Local	September 2018- May 2019	Parent night sign in Career Fairs CTE participation	Graduation Rates College Readiness
Provide professional development opportunities off-site that provide training in professional learning communities and student learning objectives.	Principal,	Local/Comprehensive	October 2018 and June 2019	Walkthroughs and PLC products	Lesson Plans and Curriculum Based Assessments

Goal 2: Provide technology infrastructure and tools to meet the administrative requirements of the District and to maximize learning for students and educators.

Objective 2A: Support the integration of technology in all facets of the educational system.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Increase District and campus leadership capacity to utilize technology and to encourage continuous innovation with technology leading to increased student achievement.	Superintendent Principal Instructional Coach	Title I/II Local	August 2018- September 2018	Walkthrough Documentation Teacher PD Administrative PD Sign in Sheets	Certificates of completion STAAR / EOC Results
Increase student opportunities for utilizing technology across the curriculum.	Principal Teachers Instructional Coach	Title I/II Local, Comprehensive	Weekly review of lesson plans from August 2018 - September 2019	Student Work Samples Walkthrough Documentation Teacher PD Sign in Sheets	Certificates of completion Surveys
District and campus will use a variety of media and formats, including the school website to communicate, interact, and collaborate with all education stakeholders.	Principal Teachers	Local	August 2018 - September 2019	Website updates Website traffic increases	Parent Surveys Surveys
Continue to upgrade network infrastructure for wired and wireless connectivity.	Associate Principal	Local	December 2018	New wireless equipment Purchase Orders	Usage Reports
Purchase innovative technology tools.	Principal	Local IMAT	October 2018	Purchase Orders Lesson Plans Student Work Samples	Use in classrooms Surveys
Expand the BYOD network for instructional purposes.	Associate Principal	Local	December 2018	Additional bandwidth Number of Access Points	Daily Utilization Reports Surveys

Goal 3: Actively recruit, train and retain highly-qualified staff and increase educator effectiveness to improve student performance					
Objective 3A: Support teacher effectiveness through professional development based on identified needs					
Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide professional development for teachers and staff in instructional strategies to address the needs of special education students.	Principal	ESC	May 2018-August 2019	Lesson Plans	IEP mastery Walkthrough
Provide professional development for all teachers in intervention strategies to meet the needs of students who are not mastering student expectations to meet all students' needs including migrant students.	Principal	ESC	May 2018-August 2019	Lesson Plans Tutorial plans	student benchmark scores walkthrough
Facilitate training for K-12 teachers in English Language Arts and Mathematics including for special education students.	Principal Instructional Coach	TCES Local Title I/II	August 2018- May 2019	Sign in Sheets Lesson Plans Observation	Student Progress Walkthrough
Provide differentiation training for K-12 teachers for accelerated students, students in special education, the dyslexia treatment program, and migrant students.	Principal Instructional Coach	Local	August 2018	Agenda Sign in Sheets	Walkthrough Documentation
Provide training in advanced academic services to those teachers who serve these students.	Principal	Title II	August 2018	Certificates Lesson Plans	Walkthrough
Provide professional development opportunities for all teachers to improve the depth of knowledge in the standards to meet all students' needs including migrant students.	Principal Instructional Coach	Local	August 2018-May 2019	Sign in Sheets Lesson Plans Observation	Student Progress
Provide targeted assistance for teachers based on identified needs from walkthrough data and student performance on assessments.	Principal Instructional Coach	Local	August 2018-May 2019	Sign In Observation	Student Progress Walk through Feedback

Goal 3: Actively recruit, train and retain highly-qualified staff and increase educator effectiveness to improve student performance.

Objective 3B: Support leadership effectiveness to increase student achievement.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Campus administrators will receive regular training in curriculum, instruction, assessment, and accountability foundations.	Principal	TEA, TCDSS, ESC 6	May 2018-August 2019	certificates of training	implementation of strategies and requirements/student achievement
Campus administrators will facilitate regular professional development for teachers in data analysis of student performance, high impact instructional strategies and other professional development necessary to meet the needs of students.	Principal, Instructional Coach	TCDSS, Marzano, Schmoker, Cain, ESC 6	May 2018-May 2019	sign-in sheets with agendas	teacher action plans/student achievement on benchmarks and state assessment
Campus administrators will receive training in walk-through processes, including data action plans based on walkthroughs and feedback to teachers.	Principal	Cain, ESC 6	May 2018-August 2019	sign-in sheets with agendas, data action plans, walk-through evaluations	increase in targeted skill on walk-throughs, increased level of skill of teachers
Campus administration will build a weekly schedule that allows for dedicated time to teacher PLC or department meetings.	Principal	Master Schedule	May 2018-August 2019	Master Schedule, Daily Weekly Schedule	increased collaboration time between teachers weekly

Goal 4: Increase family and community involvement to foster academic achievement and school improvement.

Objective 4A: Enhance opportunities for involvement, ownership, and pride in student success for all stakeholders in educational activities and events.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Analyze current level of parental and community participation and evaluate parent and community perception using surveys and/or individual feedback and follow up when needed.	Superintendent Principal Faculty	ESC survey services	October 2018-April 2019	Documentation including survey data, sign in sheets, faculty reporting	Community Engagement Rating
Increase parent and community involvement by using varied means for communication and utilizing social media when appropriate.	Superintendent Principal Faculty	local	August 2018-June 2019	Notes, newsletters, daily folders, phone calls, emails, visitations, Open House, math and reading nights, web pages, postcards,	Community Engagement Rating Website visits and social media participation
Actively recruit African American, Hispanic and economically disadvantaged parents and community members to participate in Dime Box ISD schools activities.	Superintendent Principal Faculty	newspaper, website, flyers home, Lions Club, local churches	August 2018-June 2019	news article, copy of flyer, agendas at local meetings, invitations	Sign in of parent activities
Provide staff training on being positive during conferences, home visits, phone calls and other parent interaction to foster increased participation.	Superintendent Principal Faculty	counselor	August 2018-June 2019	parent logs, sign in, agenda	Sign in of parent activities
Provide parent information in the student handbook of practical information including rules, procedures, and specific ways parents can be involved in the school.	Superintendent Principal Faculty	leadership team	August 2018-June 2019	student handbook	Sign in of parent activities
Provide flexibility with the time of day and location of meetings and activities will allow more parents to participate	Superintendent Principal Faculty	Lions Club, Ministerial Alliance	August 2018-August 2019	sign-in sheets, agendas, invitations, flyers, news articles, website	Survey to parents

Goal 4: Increase family and community involvement to foster academic achievement and school improvement

Objective 4A (Continued): Enhance opportunities for involvement, ownership, and pride in student success for all stakeholders in educational activities and events.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide written correspondence in the students' home language when needed.	Superintendent Principal	Local Title I/II	August 2018-May 2019	Correspondence	Sign in of parent activities
Ensure yearly meeting are held to inform parents and guardians of financial aid opportunities, TEXAS grant program, Teach for Texas, higher education admission, and the importance of curriculum choices to prepare for success beyond high school.	Principal, Associate Principals,	Local	August 2018-May 2019	Meeting Agendas, Sign-In sheets, handouts, newsletters	Sign-in sheets, college and technical school admission rate.
Sustain District-level parent advisory councils to enhance communication and collaboration (PTO/PTA, District-Level Planning and Decision-Making Committee, Special Education, District Parental Involvement Meeting for Title I, District Safety Committee, School Health Advisory Council).	Superintendent Principal Faculty	Local	August 2018-May 2019	Documentation including survey data, sign in sheets, faculty reporting	Community Engagement Rating Website visits and social media participation
Implement an effective prekindergarten program to ensure a successful transition to local elementary school program.	Principal, Counselor	Local	August 2018-May 2019	Pre-kindergarten curriculum documents, pre-kindergarten and kindergarten round up sign-in sheets	Pre-kindergarten enrollment, enrollment transition to kindergarten, universal screeners of kindergarteners
Ensure communication opportunity of pre-kindergarten to all stakeholders and identify eligible students through pre-kindergarten enrollment process	Principal, Counselor	Local	April and May 2019	Pre-kindergarten enrollment, flyers and communication to parents	Pre-kindergarten enrollment, sign-in sheet from enrollment meetings

Goal 5: Create a culture that is conducive to building relationships and increasing learning outcomes.

Objective 5A: Develop opportunities for students, teachers, administrators and staff to grow as a learning community.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Locate, administer, and evaluate the results of a climate survey to elicit feedback from district stakeholders.	Superintendent Principal	Local	Within the first semester	stakeholder participation in climate survey	Survey Results
Determine and implement strategies for climate and culture improvements based on survey results.	Superintendent Principal	Local	January 2019	Meeting Agendas Flyers	Survey Results
Associate Principals determine students who are in need of increased levels of support for success.	Associate Principal, Teachers,	Check-in plan, mentoring, buddy system, WATCH DOGS	May 2018-August 2019	assignment sheets referral sheets	student feedback sheets/ student performance
Faculty and staff determine strategies for creating a supportive student classroom environment.	Faculty and staff	Capturing Kids Hearts or similar structure, CHAMPS, WATCH DOGS	August 2015-May 2018	list of classroom non-negotiables	student surveys/ attendance/discipline referrals
Leadership team meetings with teacher PLC or department leadership to assess student learning and expected outcomes	Principal, Teacher Leaders	Local	May 2018-August 2019	Meeting agendas or minutes	Student and teacher feedback.
Review and employ effective strategies for at-risk students or those in need of credit recovery to ensure dropout reduction.	Associate Principal	Local	May 2018-August 2019	Master Schedule, High school graduation plans	Graduation Rates, College and Career Readiness

Goal 6: Provide a safe and supportive environment for all students and teachers.

Objective 6A: Create a safe and secure environment that meets the physical and emotional needs of all students.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Review and revise student and faculty campus handbooks.	Principal	TASB Model Local Funds	August 2018	Student/Parent Acknowledgement Forms	Completed Handbooks
Ensure school learning climate allows students to be treated fairly and equitably through the districts conflict resolution program.	Superintendent Principal	Local Funds	August 2018- May 2019	Student Progress Teacher PD Walkthrough Documentation	Student survey Teacher Survey
Increase meaningful student relationships with adults and positive peer relationships.	Superintendent Principal	Local Funds	August 2018- May 2019	Student Progress Teacher PD Walkthrough Documentation	Student Survey Teacher Survey
Use of supportive teaching practices, such as encouragement and constructive feedback to support an atmosphere conducive to dialog and questioning; academic challenge; and individual attention.	Principal Teachers	Local Funds	August 2018- May 2019	Student Progress Teacher PD Walkthrough Documentation	Student Survey Teacher Survey
Ensure the safety of all students through electronic surveillance and anti-bullying strategies.	Superintendent Principal	Local Funds	Monthly reviews from August 2018- May 2019	Camera System PD on Bullying Assemblies	Surveillance Videos Program Agendas
Review and update transportation department operations and route services.	Business Officer	Local Funds	Monthly reviews from August 2015- May 2018	Trip Tickets and Logs Route Descriptions	Route Services Report Operations Report
Determine facility improvements related to the learning environment.	Superintendent Principal	Time	December 2015	Facilities Checklist and Recommendations	Completed Maintenance Work Orders

Maintain school health advisory committee.	Superintendent Nurse	Time	Monthly meetings September 2015- May 2018	SHAC Agendas	SHAC Minutes
Ensure effective review and implementation of dating violence policy, other policies addressing sexual abuse, the maltreatment of children, and suicide prevention programs.	Superintendent, Principal, and Associate Principals	Time	Monthly reviews from August 2018-May 2019	Board Policy, Teacher PD	Teacher and Student Surveys