

**Graford Elementary School
Campus Improvement Plan
2011-2012**

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Campus Improvement Plan 2011-2012

Goal 1: Focus on student success By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in core subject areas.							
Objective Increase passing rate to 100% for all students on standardized assessments, including preparation for the new STAAR test, improve commended scores by 10% and close the gap in achievement for our subpopulations.							
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Staff development for instructional strategies and assessment in an effort for students to achieve mastery learning	Campus principal, Instructional staff	ESC XI, TEPSA, Lead4ward.org, TASSP, TEA	Aug. 2012	Change in classroom instruction, teacher led workshops	Student assessment scores	Fall 2012	HQ, PD, R/R, RS
Instruction aligned with new STAAR Assessment	Campus principal, Instructional staff	STAAR Blueprints, TEKS, STAAR resources and materials, C-SCOPE	Each six weeks	Lesson plans	Student assessment scores	Sept. 30, Nov. 4, Dec. 20, 2011; Feb. 1, April 5, May 25, 2012	A,M,HQ, RS
Implement and continue instructional programs and resources including Study Island, Accelerated Reader, STAR testing for weekly progress monitoring .	Campus principal, Instructional staff, technology director	Renaissance Learning, Study Island, computer labs.	May 2012	Benchmarks and Campus Defined Assesment Instrucments (i.e. STAR Reading, STAR Math, and STAR Early Literacy etc.)	Student assessment scores	Nov. 2011, Feb. 2012	RS,M,A

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Increase science and math scores	Campus principal, instructional staff	Staff development, Rtl time, Class sizes, SIT meetings, Weekly progress monitoring	May 2012	Student scores on local and state assessments	Student assessment scores	Nov. 2011, Feb. 2012, Fall 2012	HQ, PD,M, A, RS
Create Professional Learning Communities	Campus principal, Instructional staff	Time, Professional books, Student data, DMAC, and Webinars	Ongoing	Increased teacher collaboration, Teacher-led staff development	Student achievement	Nov. 2011, Feb. 2012, Fall 2012	HQ, PD,M, A, R/R. RS
Goal 2: Increased Communication	Work to increase communication with parents and community members.						
Objective	Communication with parents and community members will increase to maximize student learning and achievement.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Provide classroom information	Instructional staff	Weekly newsletters, Up-to-date web pages	ongoing	Newsletters, web pages	Parental involvement and continued information	Weekly	PI, C N A

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Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Provide district/campus information	Campus principal	Monthly newsletters, Up-to-date web page, Alert Now	Ongoing	Newsletters, web page, Alert Now records	Parental involvement and continued information	Monthly	PI, C N A
Provide opportunities for parental involvement	Campus principal, Instructional staff	Book Fair Family night, Science Fair, Meet the Teacher Night, Parent Conferences Day	May 2012	Completion of various activities	Parental and community involvement	September, October, 2011; May 2012	PI, C N A
Provide content and concept knowledge for home instruction	Campus principal	Math/Science newsletter, Home and School Connection newsletter	May 2012	Newsletters	Home support and involvement	Monthly	PI, C N A

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Goal 3: Create a positive school climate	The campus will exhibit a positive climate for student achievement and teacher success.						
Objective	To continue and increase the encouraging, supportive climate.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Develop a common yearly theme	Campus principal, Instructional staff, and Students	Bulletin boards, hall decorations, morning announcements, campus T-shirts	May 2012	Visuals on campus	Increased student and teacher morale	May 2012	SS, M
Utilize student incentives	Campus Principal, Instructional staff	ALOHA Students of the Month, Awards Assemblies, Graford Bucks, AR Parties, Fun Fridays	May 2012	Assemblies, Parties, Bulletin boards	Increased student and teacher morale	Every six weeks	SS, M
Goal 4: Provide safe & secure schools	The campus will provide and safe and secure school for students.						
Objective	To continue and increase the safety and security of the school for students, staff, and parents.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Participate in Red Ribbon Week for drug education and awareness	Campus principal, Instructional staff, Counselor	Student prizes, Student contests, drug information	October 2012	Decorated doors, color sheets, daily incentives	Increased student awareness	October 2012	SS

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Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Continue and improve anti-bullying campaign	Campus principal, Counselor, Instructional staff, FCCLA	Steps to Respect curriculum, Counselor created character education lessons, Morning announcements, Anti-bullying assembly with video	May 2012	Attending character ed. classes, open discussions with students	Decreased office referrals, decreased student conflicts	March 2012, May 2012	SS
Offer individualized student support and counseling	Campus principal, Counselor, Instructional staff	Time, Professional books, Student history and office referrals	Ongoing	Office referrals, counselor referrals	Decreased office and counselor referrals, decreased student conflicts	March 2012, May 2012	SS

Key: A - Teacher Involved Assessments; C N A - Campus Needs Assessment; HQ - Highly qualified staff; PD - Professional Development; R/R - Recruitment and Retention; PI - Parental Involvement; A - Teacher Involved in Assessments; M - Assistance for Mastery; RS - Reform Strategies; SS - School Safety

**Graford HS and JH
Campus Improvement Plan
2012-2013**

Mission

Graford ISD in partnership with its stakeholders will foster the development of well-rounded students with critical, analytical minds that will prepare each student to be a creative problem-solver, a contributing citizen and a community leader of tomorrow.

Vision

Graford ISD is a learning community united in its commitment to ensuring student growth and improvement (adding value to each child).

SBDM Committee GJH and GHS

Membership

Role	Name	Phone	email
Parent Rep...	Khili Ferguson	940-664-3101 x384	kferguson@graforisd.net
Business Rep...	Judy Morrow	940-659-8257	judymorrow36@gmail.com
Teacher Rep HS...	Rodney Hall	940-664-3101 x245	rhall@grafordisd.net
Teacher Rep JH...	Derek Wuthrich	940-664-3101 x250	dwuthrich@grafordisd.net
AD...	Ty Tabor	940-664-3101 x228	ttabor@grafordisd.net
Counselor...	Stella Singleton	940-664-3101 x232	ssingleton@grafordisd.net
Principal...	David Newhouse	940-664-3101 x221	dnewhouse@grafordisd.net

Graford ISD

Belief Statements

1. Academic achievement is our first priority
2. The core business of the district is classroom instruction.
3. Student welfare is the primary focus of all decisions.
4. All students can learn by using a variety of instructional strategies and by allocating the necessary instructional time each student needs.
5. Rigorous classroom instruction is key to students reaching their academic potential.
6. All students deserve a quality school and quality education.
7. All stakeholders (student, parents, district employees, board members, and community members) share the responsibility of fulfilling the district's mission
8. Commitment to continuous improvement of all district activities is vital
9. A physically and emotionally safe environment promotes student learning
10. Student success is enhanced by positive relationships and mutual respect.

Goal 1: Focus on student success
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Initiative/ Action Steps	Person(s) Responsible	Resources	Begin/ Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	SCE / HS Allotment	Fund Source	Amount Budgeted/ FTE
Staff development for instructional strategies and assessment in an effort for students to achieve mastery learning	Teachers Principal Superintendent	ESC XI TASA TASSP TAKS/STAAR Results DMAC	Aug 2012 Jul 2013	Improvement in classroom instruction Teacher led workshops	Student assessment scores AEIS AYP	Jan 15, 2013	PD; A; M; HQ; SS, Sub Pops; SBDM		
Utilize Graford ISD Curriculum and CSCOPE	Teachers Principal Superintendent	Graford ISD Curriculum CSCOPE Eduphoria	Each six weeks	Lesson plans	Student assessment scores AEIS AYP	End of each six weeks	RS; PD; A; Sub Pops		
Instructional programs and resources	Teachers Principal Superintendent	AR ALEKS ODYSSEYWARE TAKS/STAAR Spring Acceleration Summer School ZAP State Resources Title I SIOP TMSDS RtI	Aug 2012 May 2013	Benchmarks and Campus Defined Assessment Instruments (i.e. AIMS Web, etc.)	Student assessment scores AEIS AYP	Nov 2012 and Feb 2013	RS; PD; A; Sub Pops; Tech	199-11-6399-00-001-231000 199-11-6119-00-001-224000 (Salaries from SCE) 199-11-6399-00-001-211000	\$4375 (ALEKS) \$5500 (ODYSSEYWARE) \$2000 (TAKS/STAAR Curriculum) \$800 FTE 0.50 (Spring TAKS/STAAR) \$2400 FTE 0.50 (Summer School) \$3120 FTE 0.125 (ZAP) \$3895 (Renaissance Star Test - RtI)

State Compensatory Education (SCE): RS = Reform Strategy; PD = Professional Development; PI = Parent Involvement; T = Transition; A = Assessment; M = Mastery; HQ = Highly Qualified Staff
Needs Assessment: AEIS; AYP; StS = Student Survey; PS = Parent Survey; SS = Staff Survey; DR = Discipline Report; CNA=Comprehensive Needs Assessment
Sub Populations (Sub Pops): GT = Gifted and Talented; ESL = English as a Second Language; AR = At Risk; SE = Special Education; 504; E = Ethnicity; ED = Educationally Disadvantaged.
Committees: PTO = Parent Teacher Organization; PC = Parent/Community; Tech = Technology; R = Recognition; RtI = Response to Intervention; SBDM = Site-Based Decision Making

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Benchmark Testing twice a year in the Fall & Spring	Teachers Principal	Release TAKS/ STAAR Tests	Nov 2012 and Feb 2013	Teachers complete Benchmark Testing within Testing Window	Increase in student mastery of TEKS and TAKS/ STAAR objectives	Feb 2013	A; M; Sub Pops; RS; AEIS		
Disaggregated Data from Benchmark Tests	Principal Superintendent	Release TAKS/ STAAR Tests DMAC	Nov 2012 and Feb 2013	Teachers and Principal will meet to review the DMAC statistical reports of benchmark tests	Increase in student mastery of TEKS and TAKS/ STAAR objectives	Feb 2013	A; M; Sub Pops; RS; AEIS		
Alignment of curriculum, TEKS and TAKS/STAAR objectives, and teacher assessments	Teachers Principal Superintendent CSOPE Team	Graford ISD Curriculum CSOPE Curriculum tools	Aug 2012 to May 2013	Lesson plans up-to-date and following content, scope and sequence Principal will review lesson plans within Eduphoria	Increase in student mastery of TEKS and TAKS/ STAAR objectives	May 2013	RS; PD; A; M		

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Implement Technology into the classroom and into instruction	Teachers Principal Superintendent	VTEL Computer Lab MIMIO Boards Microsoft Office and other application programs Scientific Calculators Technology Director	Aug 2012 To May 2013	Lesson Plans Physical installation of technology equipment; Acquisition of computers, appropriate software, MIMIO boards, digital camera, scanners, document cameras, and other technology	Increase in student mastery of TEKS/ STAAR and TAKS objectives Increase in student technical expertise	May 2013	RS; PD; Tech; SS; SBDM		
Reduce the gap in scores between the performance of special education, 504 and At-Risk students with regular education students	Teachers Principal	Tutorial Programs RtI Accelerated Curriculum for Tier II and Tier III intervention ALEKS ODYSSEY WARE Title I	Aug 2012 To May 2013	RtI Documentation Teacher Tutorial logs Lesson Plans	Increase in student mastery of TEKS/ STAAR and TAKS objectives for sub pops	May 2013	Sub Pops; RS; PD; A; M; SBDM; RtI; SIT		

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Improve attendance rate to $\geq 97\%$	Teachers Attendance Clerk Assistant Principal Principal	Incentive Programs Home Contact by the office for absences HS Office will review attendance records weekly Counseling	Aug 2012 To May 2013	Daily and weekly attendance report printouts Phone Contact log	Increase in the attendance rate	May 2013	PI; A; PTO; PC; R; SIT		
Facilitate and promote College and Career Readiness	Teachers Counselor Principal Superintendent School Board	CTE classes Career Pathways 4x4 Curriculum Dual Credit ACT Tests SAT Tests ASVAB Test College Visits College and Career Fair on campus	Aug 2012 To May 2013	Making available to students the ACT and SAT tests, CTE and Dual Credit classes, Field trips to colleges and universities, College and Career Fair, guest speaker on financial aid information	Increase in the number of students: taking the ACT and SAT tests, enrolling into post-secondary education, taking CTE and Dual Credit classes	May 2013	RS; PD; PI; T; A; M; HQ; AEIS; StS; PS; Sub Pops; SBDM; SIT	HS Allotment	\$13,545

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Goal 2: Staff and Organizational Development

Objective	The district will provide an exceptional, highly motivated professional and paraprofessional staff in order to ensure a positive environment conducive to optimal learning.								
Initiative/ Action Steps	Person(s) Responsible	Resources	Begin/ Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	SCE / HS allotment	Fund Source	Amount Budgeted/ FTE
Collegial Interaction and Strategic Planning	Teachers Paraprofessional Principal Superintendent	Staff Meetings Vertical Team Meetings Team Meetings PLCs District Meetings CSCOPE Training	Aug 2012 To May 2013	Scheduled Meetings with agenda and attendance logs Vertical Teaming at the beginning of each semester with agenda and attendance logs Team Meetings monthly with agenda and attendance logs PLC Observation Logs Monthly Staff Meetings with agenda and attendance logs	A smooth-running and efficient learning environment Students are thriving, learning and happy Teachers and staff are well organized and happy A very Positive School Climate	May 2013	PD; Tech; R; SIT; RtI; SBDM; Vertical and Departmental Teams		
Professional Development Training	Teachers Paraprofessional Principal Superintendent	Region XI Train-the-Trainer In-House Training (District and Campus level) On-Line Coursework	Aug 2012 To May 2013	Teacher and staff participation in meaningful and relevant training within the district, Region XI, on-line, college, and other training venues	Training Certificates Current and relevant teaching methodologies and technology implemented in the classroom	May 2013	RS; PD; HQ; SS; Tech; SBDM		

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Goal 3: School Partnership with Parent and Community

Objective	Parents and all members of the school community will be full partners in continued improvement in the education of our students.								
Initiative/ Action Steps	Person(s) Responsible	Resources	Begin/ Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	SCE / HS allotment	Fund Source	Amount Budgeted/ FTE
Communication	Teachers Counselor Principal Superintendent	P/T Conference Principal Monthly Newsletter School website Informational letters Alert Now SBDM Committee	Aug 2012 To May 2013	Annual Fall Parent-Conference Principal sends monthly newsletter home on a timely basis and posts on website School website kept up-to- date with relevant and important information by teachers, principal and superintendent continually Alert Now used to get information out to the community and staff on a timely basis as needs arise SBDM will meet a minimum of four times a year School website will contain: Board Policy, Student Handbook, Student Code of Conduct, Student services available, UIL and sport events, financial aid resources, Scholarship and grant opportunities	School informed, aware and participating in community events and activities Community informed, aware and participating in school events and activities	May 2013	PD; PI; StS; PS; SS; PTO; PC; Tech; SIT; SBDM		

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Objective									
Initiative/ Action Steps	Person(s) Responsible	Resources	Begin/ Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	SCE / HS allotment	Fund Source	Amount Budgeted/ FTE
Organizations/Clubs	Teachers Parents Business Partners Principal	SBDM Committee Athletic Booster Club PTO	Aug 2012 To May 2013	SBDM formed yearly and meeting four times a year Athletic Booster Club FCCLA FFA 4H FCA PTO Fall Festival	Viable organizations with parents and the school partnering to provide support and communication to one another and students	May 2013	SBDM; PTO; PD; PI; StS; PS; SS; PC		

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Goal 4: Safe and Positive School Climate

Objective	All professional and paraprofessional staff will promote school safety and positive behavior.								
Initiative/ Action Steps	Person(s) Responsible	Resources	Begin/ Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	SCE / HS allotment	Fund Source	Amount Budgeted/ FTE
School Safety	Teachers Principal Superintendent	TEA guidance/state regulations and guidelines Assemblies and guest speakers Safety checklists and audits District Internet policy and guidelines	Aug 2012 To May 2013	Implementation of a comprehensive school safety plan and crises management plan Safe & drug-free school program Teachers will review the Student Code of Conduct, Student Handbook, Athletic policy & handbook with the students Conduct campus threat assessments, health inspections, safety checks, fire drills, tornado drills Hall monitoring Internet access and use by students	A safe school environment Students and faculty have a sense of comfort, well being, and safety	May 2013	DR; Fire Marshall Report; SBDM; Board Policy; School Safety Audit		
School Climate	Teachers Principal	Student Incentive Program Teacher/Staff Recognition Character Education Program	Aug 2012 To May 2013	Implementation of Student Incentive program: Rewards for attendance, honor roll, and TAKS performance Recognition of student birthdays Faculty luncheons and faculty birthday celebration Celebration of school accomplishments	Students and staff happy Productive and Positive school learning environment	May 2013	StS; PS; SS; R; PTO; PC; SBDM; PI		

Revised on Oct 18, 2011

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Campus Highly Qualified Teacher Continuous Improvement Plan 2012-2013

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Definitions

Strategies/Activities - Strategies and activities to be implemented to meet the goal and objectives listed.

Date Completed - Date that strategy/activity will be complete.

Person(s) Responsible - Personnel needed to implement activity.

Measurable Evidence of Improvement - Qualitative and/or quantitative measures of improvement.

GOAL: To be 100% Highly Qualified Teacher (HQT) in the school year 2012-2013.

Initiative	Strategies/Activities	Person(s) Responsible	Begin	End	Evaluation (Documentation/Assessment)	Evaluation Date(s)
Obtaining Texas Certification of core teachers of grades 7 to 12 if teacher has a out of state Teacher's Certificate	<ul style="list-style-type: none"> ❖ Teacher will go through a credential review by SBEC if teacher currently has out of state certification ❖ Teacher must apply for and obtain a one year Texas Temporary Certificate ❖ Teacher must take and pass the appropriate TExES Exam(s) both the content and pedagogy by target date of 5-31-13 ❖ Fingerprinting and Background Check Process must be completed 	Teacher Principal	8/12	5/13	Records from previous school system, College Transcripts, Personnel files, Highly Qualified Worksheets, Principal Attestation, Guidance from SBEC	5/13

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<p>Recruitment and Retention of Highly Qualified Teachers (HQT) in core subjects grades 7 to 12</p>	<ul style="list-style-type: none"> ❖ Will seek to recruit, employ, and retain only Highly Qualified Teachers (HQT) in core subjects ❖ Appropriate Texas Teacher Certificates in content area and pedagogy ❖ \$1000 stipend in the critical needs subjects of math and science ❖ Apply for Teacher Incentive grants for 2012-2013 (if available) ❖ On-Going Quality Professional Development ❖ Positive campus climate ❖ Principal will attend teacher job expos 	Teacher Principal	08/12	7/13	Records from previous school system, Personnel files, College transcripts, Highly Qualified Worksheets, Principal Attestation, Sign-In sheets for the district, Professional Development, Certificates of completion for external In-Service training	5/13
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Dating Violence

Campus Continuous Improvement Plan 2012-2013

Definitions
Strategies/Activities – Strategies and activities to be implemented to meet the goals and objectives listed

Begin Time and End Time – Dates that strategy/activity will begin and will be completed

Person(s) Responsible – Personnel needed to implement activity

Measurable Evidence of Improvement – Qualitative and/or quantitative measures of improvement

GOAL: To educate students, staff, and parents about the intentional use of physical, sexual, verbal, or emotional abuse by a person with intent to harm, threaten, intimidate, or control another person in a dating relationship. (Texas State HB 121)

Initiative	Strategies/Activities	Person(s) Responsible	Begin Time	End Time	Evaluation (Documentation/Assessment)	Evaluation Date(s)
Dating Violence Program	<ul style="list-style-type: none"> ❖ Safety Planning ❖ Enforcement of Protective orders ❖ School-Based Alternatives to protective orders ❖ Guidance and Counseling Program ❖ Awareness Education and Training for students, staff and parents ❖ Worth The Wait Program grades 7 and 9 	Superintendent Principal Counselor Judge Law Enforcement	8/12	5/13	<ul style="list-style-type: none"> • Dating Violence Assemblies • Sign-In Sheets from Staff Development meetings that address this topic • Parent Newsletters and Website postings containing coverage of the Dating Violence issue • Campus policy with prescriptive measures 	5/13

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