

Reagan County I.S.D. District Improvement Plan  
2015-2017



**Date of School Board Approval**

**October 12, 2015**

## Legal References

- Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. ( Section 11.251 of the Texas Education Code)
- Each school year, the principal of each school **campus**, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)

## Mission Statement

### *Mining for Gold*

Andrew Carnegie was responsible for developing 43 millionaires. When he was asked what attributes he looked for in order to make a millionaire, he replied, “I mine for gold.” You often move tons of dirt to find a single ounce of gold, but you don’t look for the dirt, you look for the gold. It’s the same way in working with people; you must look for the gold, the good.

Are we looking for gold or looking for dirt? Do we really look for the best in our co-workers, children, or students? It has been said that parents and teachers give 18 negative remarks to one positive praise. As we see people, we treat them, and as we treat them, often they become. Therefore, Reagan County ISD’s Board of Trustees, administration, staff, parents, and community are dedicated to “Mining for Gold” in our future successful citizens of Reagan County.

### **MOTTO**

### **“Inspire and Protect”**

“The Owl was a protector, accompanying Greek Armies to War and providing ornamental inspiration for their daily lives. If an Owl flew over the Greek Soldiers before a battle, they too it as a sign of Victory.”

**District Planning and Decision Making Committee**

Steve Long, Superintendent  
Kim Hutchinson, Director of Special Programs  
Susan Gunnels, Chief Financial Officer  
Teresa Tekell, Director of Curriculum  
Mandy Traylor, Elementary Principal  
David Kohutek, Middle School Principal  
Kara Garlitz, High School Principal  
Eric Hallmark, Assistant High School Principal  
Kyle Brown, Assistant Elementary Principal  
Maribel Gomez, Middle School Teacher Facilitator/Testing Coordinator  
Rena Hallmark, Elementary Counselor  
Cherie Venable, High School Counselor

**Elementary Teachers**

Haley Garcia  
Tana Gardener  
Molly Garner  
Tara Graves  
Amber Fuller  
Erika Hernandez  
Jennifer Jackson  
Alice Long  
Brittney Wright

**Middle School Teachers**

Wendell Baucom  
Sam Long  
Darcy Moore  
Andy Perez  
Melissa Quintero

**High School Teachers**

Adrian Alonzo  
Karli Kendall  
Holly McDermott  
Lauren McPhaul  
Kelly Wilson  
Freida Zuberbueler

**Community/Business Members**

Karen Dorsey  
Sammy Dodd  
Nina Hallmark  
Angel Olvera  
Kent Pullig  
Priscilla Reyes

**Parents**

Letty Aguilera  
Brandy Lemons  
Dusty McLain  
Gladys Ortiz  
Maribeth Soliz  
Tracy Tatum

**Region 18 Support**

Andy Sustaita – Coordinator of Leadership  
Alex Salazar – Leadership Consultant  
Kelly Stansell – Leadership Consultant

# Comprehensive Needs Assessment

## A Comprehensive Needs Assessment was conducted with the Committee

Participants in Attendance	Data Sources Examined
	TAPR (formerly AEIS) Federal Accountability Data for AYP STAAR/TAKS Data—disaggregated (Eduphoria) District PEIMS reports PBMAS reports Dropout and School Leaver data—disaggregated District discipline referral data Parent, Community, Teacher, and /or Student surveys Student attendance data Campus parent participation records Truancy data Teacher retention data

## Comprehensive Needs Assessment:

### Summary of Findings

<b>Identified Areas of Strength and Concern</b>	
<b>Areas of Strength</b>	<b>Data Source</b>
Writing, Social Studies, and Reading TAKS/STAAR scores	<i>State Accountability (AEIS)</i>
Small student numbers in classes on all campuses	Class rosters, Skyward reports
Above base pay, insurance, housing, nice facilities, small class size	LEA Website
Instructional technology continually updated as well as web-site	LEA Website, classroom observations
<b>Areas of Concern</b>	
<i>Math and science test scores grades 5-11 low socioeconomic and Hispanic student groups</i>	<i>State Accountability (AEIS), Eduphoria Reports, NCLB Report Card</i>
<i>Meaningful parent involvement</i>	<i>Surveys, meeting records of participation</i>
<i>Staff retention and recruitment – need well-structured mentor program for new hires</i>	<i>State Accountability (AEIS), AYP</i>
<i>Percentage of Hispanic students identified for Special Education</i>	<i>Program data, PBMAS</i>
<i>Special Programs -Sustained, continuous professional development to meet the needs of at-risk students and special populations</i>	<i>Staff development records and certificates</i>
<p><b>In this plan, the term “student groups” refers to students who are H, W, AA, ED, Migrant, LEP, G/T, and Special Education</b></p>	

## **State Compensatory Education**

This District has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state criteria
- Students who are at risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total SCE funds allotted to this District \$584,098

Total FTEs funded through SCE at this District 34

The process we use to identify students at risk is:

Students' placement as "At Risk" to be served with SCE funds is based on the state's eligibility criteria.

The process we use to exit students from the SCE program who no longer qualify is:

Students who no longer meet any of the 13 indicators on the state's eligibility criteria and are not at risk of dropping out of school are exited from the program at the end of the school year.

**At Reagan County Elementary and Reagan County Middle School, State Compensatory Funds are used to support Title I, Part A Student Initiatives.**

**State Compensatory Education Program  
Program Evaluation/Needs Assessment  
Grades 3-12**

TAKS/STAAR	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2013	2014	2015	2013	2014	2014	2013	2014	2015	2013	2014	2015	2013	2014	2015
Students At-Risk	45	56	63	45	52	51	41	49	50	56	57	66	55	50	58
All Students	53	57	74	63	58	60	57	49	59	69	63	68	65	59	55

	Drop Out Data		Completion Data	
	2012-2013	2013-2014	2012-2013	2013-2014
Students At-Risk	1%	5%	96.7%	95%
Students Not At-Risk	0%	0%	97.6%	100%

	Completion Data Class of 2014
All Students	97.6
Hispanic	96.2
White	100
Eco. Disadvantaged	100

**The comprehensive, intensive, accelerated instruction program at this district/campus consists of after school tutorials for students at-risk, two additional math teachers to reduce the student teacher ratio in math, and reduce the risk of students dropping out of school.**

**State Compensatory Education State of Texas Student Eligibility Criteria:**

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in Pre-K and K that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument;
5. Is pregnant or is a parent;
6. Has been placed in an AEP during the preceding or current school year;
7. Has been expelled during the preceding or current school year;
8. Is currently on parole, probation, deferred prosecution, or other conditional release;
9. Was previously reported through PEIMS to have dropped out of school;
10. Is a student of limited English proficiency, as defined by Section 29.052;
11. Is in the custody or care of the Department of Protective and Regulatory Services or has during, during the current school year, been referred to the department by a school official, officer of the juvenile court, or law enforcement officials;
12. Is homeless, as defined by 42 U.S.C. Section 11302, and its subsequent amendments; or
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in this district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home



## Federal, State and Local Funding Sources

Below are the federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students in Reagan County ISD.

<b>Program/Funding Source</b>
<b>Federal Programs</b>
<i>Title I, Part A - \$78,787</i>
<i>Title II, Part A (TPTR) - \$36,209</i>
<i>Title VI, Part B Rural/Low Income</i>
<i>Career and Technical Education (CTE) -\$3000</i>
<i>IDEA-B Special Ed – \$195,719</i>
<b>State Programs/Funding Source</b>
<i>State Compensatory Education - \$584,098</i>
<i>Dyslexia</i>
<i>Gifted/Talented - \$20,299</i>
<i>Special Education (local) - \$305,097</i>
<i>Bilingual/ESL Program - \$61,790</i>
<i>High School Allotment - \$63,037</i>
<b>Local Programs/Funding Source</b>
<i>Property Tax Allotment</i>

**SPECIAL PROGRAM FUNDING TOTAL BY CAMPUS 2013-14**

<b>FUND</b>		<u>ES</u>	<u>MS</u>	<u>HS</u>
Gifted/Talented (Gen Fund)	\$	\$6218	\$48,760	\$121,647
State Compensatory Ed (Gen Fund)	\$	\$597,058	\$244,505	\$225,602
Special Ed (Gen Fund)	\$	\$44,092	\$43,464	\$152,031
English as a Second Language (GF)	\$	\$105,535	\$22,010	\$42,024
Title I	\$	\$44,515	\$34,272	0
IDEA B	\$	\$120,454	\$44,454	\$21,837
IDEA B (PRESCHOOL)	\$	\$8974	0	0
PERKINS CAREER & TECH	\$	0	0	\$3000
Title II, A	\$	\$36,209	0	0
Title VI, Part B (REAP)	\$			
High School Allotment	\$	0	0	\$63,037
State Technology	\$	_____	_____	_____
Total	\$	963,055	437,465	626,178

## **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 campuses 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, principals, 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 literacy 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: All students will achieve their full educational potential.**

**OBJECTIVE 1: Reagan County ISD will ensure that the assessment scores of all students will meet or exceed to be an exemplary district according to the state accountability system.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Align K-12 academic curriculum to TEKS objectives.	Principals Director of Curriculum K-12 Staff	Region 18 ESC CSS services?	Improved performance on six weeks grades and state assessments	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Participate in instructional planning to focus on assessed standards.	Director of Curriculum Principals Teachers	Local Funds	Improved performance on state assessments	Every six weeks	Students
Utilize data disaggregation to determine areas needed for remediation on the STAAR/TEKS objectives.	Principals Counselor K-12 Staff	Eduphoria Region 18 ESC	STAAR/TAKS results, Report Cards	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Provide after school remediation classes for students who have a grade below 80.	Principals Teachers	Local Funds	Reduction in failure rate and improved performance on state assessments		Students
Assess students K-12 the 1 <sup>st</sup> six weeks to determine mastery levels and assign at-risk students to tutorials	Principals Counselor K-12 Staff	Previous year's assessment results & 3-week progress reports	3-week reports, report cards, STAAR/TAKS results, TELPAS results	1 <sup>st</sup> 6 weeks:	Students

<p>Maintain a special education inclusion program in order to provide the least restrictive environment.</p>	<p>Principals Counselors ARD Committee K-12 Staff Instructional Aides</p>	<p>STAAR/TAKS/TEKS, ARD Committee, Professional Development for all staff to address meeting the needs of diverse learners</p>	<p>Test results, teacher lesson plans, 3 week reports, and 6 week reports, formative and summative evaluations.</p>	<p>School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16</p>	<p>Inclusion Students K-12</p>
<p>Provide Saturday tutorials for students who are at-risk of failing state assessments.</p>	<p>Core Subject Teachers</p>	<p>Title I, A funds SCE funds</p>	<p>Reduction in failure rate and improved performance on state assessments</p>	<p>3 Saturdays prior to each assessment</p>	<p>Students</p>

**GOAL 1: All students will achieve their full educational potential.**

**OBJECTIVE 2: Reagan County ISD will ensure at least 95% of all students will meet criteria for mastery in all the content areas.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Work with all students needing extra help during class time using small group instruction, peer tutoring, individualized instruction and remediation/tutorials during the school day to ensure mastery in STAAR/TEKS objectives.	Principals K-12 Staff	STAAR/TAKS/TEKS materials, State Compensatory - materials and salaries	Report Cards Assessment results Graduation rate	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Continue to use the AR program to ensure success of all students in core content areas and test taking skills.	Principals Counselor K-12 Teachers Librarian	AR Testing Program, Library, and Network Computers	STAR testing, AR comprehension testing, and yearly testing, STAAR/TAKS and TELPAS evaluations.	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students. K-6 emphasized.
Continue to facilitate staff development, including training concerning initial timelines, LRE, related services, re-evaluations and transitions.	Principals Superintendent	Region 18- Fees Title I, II, SCE funds	6 week evaluations Needs Assessment	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All RCISD Personnel
The LEA has a Maintenance of Understanding with Education Service Center Region 18 to provide assistance to Title I campuses	Dir. of Special Programs Director of Curriculum Region 18 ESC Principal, Teachers	Priority & Focus Schools Grant Funds	3 & 6 weeks reports TELPAS & STAAR Results	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Ensure that low income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers.	Director of Special Programs Principals	Local Funds State Funds Title II Funds	Highly Qualified Teacher Documents	Beginning of School	Students

Provide opportunities for staff to attend content specific professional development training and/or conferences.	Dir. of Special Programs Director of Curriculum Principal, Teachers	Local Funds State Funds Title I, A Funds Title II, A Funds	Attendance records TELPAS & STAAR Results	Summer 2015 and School Year: 8/24/2015-5/27/2016	Students
Identify teachers and paraprofessionals who do not meet NCLB HQ requirements and provide specific professional development so that 100% of core academic classes are taught by HQ teachers	Director of Special Programs	Local Funds Title I Funds Title II Funds	Personnel files Attendance records	8/03/2015 – 10/2/2015	Students
The LEA has a Maintenance of Understanding with Education Service Center Region 18 to provide assistance to Migrant Students	Director of Special Programs Region 18 ESC	Migrant Funds	3 & 6 weeks reports TELPAS & STAAR Results	School year: 8/24/15 – 5/27/16	Students



**GOAL 1: All students will achieve their full educational potential.**

**OBJECTIVE 3: Reagan County ISD will continue strategies to keep all students participating in accelerated and rigorous programs in order to develop high levels of learning.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Provide students opportunities to take distance learning and online courses for dual credit and credit recovery	Technology Director	State Funds – High School Allotment Fund	AARs, Transcripts, College Credits; Graduation & Drop-out Rates	School year: 8/24/15 – 5/27/16	Students
Conduct individual pre-registration in the spring for all students in grades 8-11 to address: curriculum choices, graduation plans, formulate a 4-year plan (IEP), ACT/SAT testing dates, College Days, information on grants and other financial opportunities.	Counselors	Graduation plans Pre-registration materials Howard College	Counselor Reports  % Graduating on Recommended Plan  Dropout %	Spring	Students Grades 8-11
Implement G/T classroom strategies and advanced products during instruction.	Principals K-12 Teachers	G/T In-service	18 hrs. GT Training	School year: 8/24/15 – 5/27/16	Students
Provide transitional classes and other services for special education students to prepare them for success after high school.	Special Programs Director Sp. Ed. teachers	IDEA-B funds	AARS, Transcripts, Graduation Plans, ARD Documentation	School year: 8/24/15 – 5/27/16	Students with Disabilities
Prepare for transition to high school in 8 <sup>th</sup> grade.	HS Counselor Middle School Counselor	Local Funds	Graduation Plans	Spring	Middle School Students
Integrate presentations, activities and projects involving Career Education into core subject and vocational classes beginning in the 9 <sup>th</sup> grade.	Principals Counselors	Local Funds	Increase in awareness of career opportunities available	Fall	Secondary Students

Continue to offer Career Technology and Vocational classes. Career Exploration classes will help with course selection and/or career choices in high school and beyond.	Principals Counselors Career/Technology Teacher	Vocational Teachers Career/Technology Teachers 4-H Leaders	Number of students participating	School year: 8/24/15 – 5/27/16	Students
Continue to emphasize student participation in extra-curricular activities; Allow all students, 2-12 have the opportunity to participate in UIL/TMSCA/BPA events to enhance curriculum.	Principals UIL Coordinator Academic Coaches Athletic Coaches	Coaching Stipends Travel/Meals Entry Fees Contest Materials	Number of students participating	School year: 8/24/15 – 5/27/16	All Students
Have pre-kindergarten round-up to assist preschool children in the transition from Head Start to pre-school.	Principal Teachers	Local Funds	Increase in awareness of Pre-Kindergarten available	Spring Semester	Preschool Students & Families

**GOAL 2: Reagan County ISD will maximize resources and support for all students, with emphasis on at-risk and drop-out prevention.**

**OBJECTIVE 1: Reagan County ISD will ensure early identification of at-risk students with appropriate interventions.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Operate an Accelerated Alternative Placement program (The Success Center) for students At-Risk of not graduating.	Superintendent Counselors	State Funds Local Funds	Number of students graduating from the Success Center	School year: 8/24/15 – 5/27/16	Secondary Students
Implement the local pregnancy plan & local Suicide Prevention Plan when needed.	Principals Counselors	Region 18 ESC Local Funds	PEIMS data	School year: 8/24/15 – 5/27/16	Students
Identify and inform homeless students of services offered by the district as well as provide additional assistance/instruction to bridge all educational gaps.	Counselors Homeless Liaison	Local Funds Title I Funds	PEIMS data	Fall Semester	Students
Implement the OEYP program into the total school curriculum.	Principals Counselors	Local Funds	Summer School Documentation	Summer	Students
Compile and maintain a database of at-risk students for teachers to monitor progress.	Principals Counselors PEIMS staff	State and local criteria	3-weeks & 6-weeks reports, assessment results, absences reports	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Send out 3 week reports to all students who are failing or who are on the borderline of failing. Utilize remedial strategies and parent conferences when necessary.	Principals Counselors Teachers	K-12 Staff 3 weeks reports	Report cards, Phone logs, Parent contact logs	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students

Provide credit recovery program and/or acceleration program for students at-risk for failure/drop out.	Principals Counselors	SCE Funds Local Funds	AARs, Transcripts, Graduation & Drop-out rates	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Provide students in grades K-2 who are identified as at risk for developing reading difficulties, including dyslexia an accelerated reading instruction program.	Elementary Principal K-2 Teachers	Local Funds	TPRI reports, Progress reports	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students K-2 emphasized
Address criteria as specified in Title III, No Child Left Behind guidelines.	Principals ESL Coordinator	Title III Region 18 ESC	End-of-year evaluation	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	LEP Students

**GOAL 2: Reagan County ISD will maximize resources and support for all students, with emphasis on at-risk and drop-out prevention.**

**OBJECTIVE 2: Reagan County ISD will reinforce positive achievements of every student.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Recognize students making the “A” and “AB” Honor Roll each six weeks.	Principals Superintendent Secretaries	Report Cards Incentives Newspaper	Number of students making the honor roll each six weeks	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students and Parents
Recognize students for A.R. individual points, test average and certification levels in the classroom.	Principals Counselor	AR Reports STAR Testing	AR Points Certification Levels Testing Average Reading Levels	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	K-6 Students
Recognize students during assemblies throughout the year, including UIL Banquet and Sports Banquet.	Principals K-12 Staff	Certificates Awards	Local Newspaper RCISD Website Community Website Campus Bulletin Board	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students and Parents
Utilize the local newspaper & school website to recognize students.	Principals K-12 Staff Webmaster	Local Funds	Local newspaper RCISD Website Community Website	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students and Parents, Community

**GOAL 2: Reagan County ISD will maximize resources and support for all students, with emphasis on at-risk and drop-out prevention.**

**OBJECTIVE 3: Reagan County ISD will improve all student academic success through research-based strategies and programs.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Establish procedures related to selecting programs that are proven through scientifically based research.	Superintendent	Region 18	Written Procedures District Policies and Procedures	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Integrate technology based instruction using Smart Board, Smart Tables, and/or student laptops.	Technology Coord. Principals Teachers	Local Funds	Improved 6 weeks grades and improved performance on state assessments	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
LEA has a Maintenance of Understanding with the Concho Valley Headstart program to furnish a teacher to serve 4 year old students.	Director of Special Programs Principal Teacher	Local Funds	Improved performance on state assessments	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Preschool Students & Families
Utilize paraprofessionals and teachers for additional classroom assistance for At-Risk, LEP, and Sp Ed to ensure success of students.	Principals Teachers Director of Special Programs	Title I,A Funds SCE Funds IDEA B Funds Local Funds	Improved performance on concept specific TEKS aligned assessment Improved student grades	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Provide individualized instruction to meet the needs of Special Education Students and IDEA-B.	Director of Special Programs	IDEA-B Local funds	Improved performances on State Assessments; Report Cards; IEP review at annual ARD	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students with Disabilities

Provide Reading Interventionist to help with student achievement	Principals Director of Curriculum	SCE Funds	Increased student success on state testing	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students
Provide a Math/Science Interventionist to help with student achievement	Principals Director of Curriculum	SCE Funds	Increased student success on state testing	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	Students

**GOAL 3: Reagan County ISD will provide a safe and drug free school.**

**OBJECTIVE 1: Reagan County ISD will continue to follow the existing student code of conduct that fosters a safe and orderly learning environment.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible / Action Leaders</b>	<b>Resources / Allocation</b>	<b>Evaluation Methods / Documentation</b>	<b>Timelines / Progress Report Dates</b>	<b>Focus Group(s) / Program (s)</b>
Continue to provide a consistent and strict discipline management plan for all students.	Superintendent Principals Counselor School Board SBDM	TASB policies, Student Code of Conduct, Student Handbook and Wellness plan	Number of Discipline Referrals	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Continue to address unexcused absences and tardies.	Superintendent Principals Counselor Attendance Committee	Student Code of Conduct, Student Handbook	PEIMS reports and absences and tardies	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Continue to have parking lot monitoring and enforce vehicle safety measures for all students.	Superintendent Principals Law Enforcement	Student Code of Conduct, Student Handbook	PEIMS report on violence, safety and annual Gun-Free Schools & SDFS report	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Provide TBSI training to appropriate personnel on staff.	TBSI training team	Staff Development Region 18 ESC Training Guides	Complete Training, Sign-In sheets and certificates	As scheduled by Region 18 ESC	All Students



Provide training for all staff members in violence prevention and conflict resolution strategies.	Principals Counselor TBSI Team	Region 18 ESC TASB policies	Complete Training, Sign-in Sheets and certificates	As scheduled by Region 18 ESC	All Students

**GOAL 3: Reagan County ISD will provide a safe and drug free school.**

**OBJECTIVE 2: Reagan County ISD will provide a safe and drug free learning environment.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible/ Action Leaders</b>	<b>Resources/ Allocation</b>	<b>Evaluation Methods/ Documentation</b>	<b>Timelines/ Progress Report Dates</b>	<b>Focus Group(s) / Program(s)</b>
Offer staff development of drug awareness.	Principals Counselor K-12 faculty	Region 18 ESC Special Ed. Co-Op 87-20 Local Staff Development	Staff Development Records	Ongoing	All Students
Emphasize student assemblies to provide a safe and drug free environment.	Principals Counselor K-12 Faculty	Region 18 ESC Special Ed. Co-Op 87-20	Annual Gun-Free Schools & SDFS Reports, PEIMS data	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Provide a drug dog on campus at different times of the year.	Superintendent Principals Law Enforcement	\$1,200 / yr.	Data after visit	Campus Visits	All Students
Implement a Crisis / Emergency procedure plan.	Superintendent Principals Counselor K- 12 Staff	Region 18	Complete training and record of safety drills.	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students

**GOAL 4: Reagan County ISD will involve the entire community in support of exemplary education.**

**OBJECTIVE 1: Reagan County ISD will utilize community strengths and resources for the optimal achievement of each student by increasing community involvement.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible/ Action Leaders</b>	<b>Resources/ Allocation</b>	<b>Evaluation Methods/ Documentation</b>	<b>Timelines/ Progress Report Dates</b>	<b>Focus Group(s) / Program(s)</b>
Utilize the booster club to provide support for school-related programs and UIL academic preparation materials.	Principals, Superintendent, Booster Club President	Booster Club Members	Sign-In sheets and UIL Banquet	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Utilize local and area individuals as speakers, mentors, and / or tutors in classrooms and / or assemblies.	K-12 Teachers, Principals, Counselor	Local and Area Individuals	Number of speakers and guest during the year	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Offer community classes emphasizing technology (as needed). Computer maintenance classes will offer assistance to the public.	Superintendent, Principals, Technology Coordinator, Computer Maintenance Classes		3-weeks Reports  6-weeks Reports  Yearly Evaluations	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Utilize the PTO program to provide support for teachers, tutoring, financial assistance and school morale.	Principals, PTO officers	PTO Members	Sign-In Sheets and a list of PTO activities	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Emphasize PAC, DIT, and CIT meetings to increase community involvement.	Superintendent, Principals, Counselor	Committee Members	Meeting agendas and plans, Formative evaluation and Summative Evaluation	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/154, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Utilize the SHAC committee and plan for school health issues.	School Nurse  SHAC Committee	SHAC	Required Meetings	October 2, 2015 December 3, 2015 February 4, 2016 April 7, 2016	All Students

Continue to emphasize student participation in extra-curricular activities.	Principals Academic Coaches Athletic Coaches	Coaching Stipends Travel/Meals Entry Fees Contest Materials	Number of students participating	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students
Continue to emphasize student leadership curriculum during the school day and beyond.	Principals 4-H Leaders Counselor	Curriculum Materials	3 week report 6 week report End of year report Classroom schedule	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students

**GOAL 4: Reagan County ISD will involve the entire community in support of exemplary education.**

**OBJECTIVE 2: Reagan County ISD will provide a comprehensive two way communication process to the community with parents and community members.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible/ Action Leaders</b>	<b>Resources/ Allocation</b>	<b>Evaluation Methods/ Documentation</b>	<b>Timelines/ Progress Report Dates</b>	<b>Focus Group(s) / Program(s)</b>
Continue expansion and development of the website to provide further communications between the school and the community.	Technology Director, Technology Students, Principals	Local Funds	Parent / community/ staff feedback; Surveys	Throughout the year	All Students, parents, and community members
Use district webpage and Facebook to promote school events and activities.	Technology Director	Local Funds	Parent / community/ staff feedback; Surveys	Throughout the year	All Students, parents, and community members
Utilize School Reach to leave important phone messages concerning school activities, events, and announcements in both English and Spanish.	Counselors Parent Liaison	Local Funds	Participation, Attendance at activities & events	Throughout the year	All Parents
Post the Parental Involvement Policy on school websites	Principals Director of Special Programs	Local Funds	Parental Input	Throughout the year	All students, parents and community
Distribute Community Surveys at Open House for community input	Director of Special Programs Principals	Local Funds	Parent and Community Input	Throughout the year	All parents and community members
Distribute School-Parent Compacts outlining how parents, staff and students will share responsibility for improved academic achievement for each campus.	Principals Teachers Director of Special Programs	Local Funds	Signed Compacts	Sent home and returned with other required district forms at the beginning of the year. Teachers keep in their classrooms.	Teachers, Students and Parents

Provide state assessment results to parents in a language they can understand.	Principals	Local Funds	Parental Input	Within 10 days of receipt of results from testing company	Parents
Mail home three week reports for students who are having difficulty in classes.	Principals Teachers	Local Funds	Student files	3-weeks	Parents
Hold open house, parent conferences, concerts, living history museums, plays, and various community programs and activities.	Principals Teachers	Local Funds	Sign-in sheets documenting attendance	Throughout the year	All Students, parents, and community members

**GOAL 5: Reagan County ISD will comply with local, state, and federal requirements.**

**OBJECTIVE 1: Reagan County ISD will incorporate the ten components of the Title 1 School-wide Program and adopt the goals of No Child Left Behind.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible/ Action Leaders</b>	<b>Resources/ Allocation</b>	<b>Evaluation Methods/ Documentation</b>	<b>Timelines/ Progress Report Dates</b>	<b>Focus Group(s) / Program(s)</b>
Continue to conduct an annual Comprehensive Needs Assessment for the district and each campus	Superintendent, Principals, SBDM committee	Survey Materials - Title 1 Region 18 ESC	Compiled Data	Spring Semester	Reagan County ISD School Staff, Parents, & Community
Emphasize researched based strategies to meet state performance standards.	Dean of Curriculum Director of Special Programs Principals, Teachers	Region 18 In-service Staff Development Curriculum Materials	AEIS Reports	Throughout the year	All Students
Continue to hire highly qualified staff; attend Job Fairs to recruit Highly Qualified teachers that reflect the ethnicity of the student population.	Superintendent Principals	Region 18 Personnel Services HQ Plan	Personnel files	Annually, as needed	All K-12 Staff
Emphasize staff development on and off campus.	Director of Curriculum Director of Special Programs Principals, Teachers		Attendance records Personnel files	Throughout the year	All K-12 Staff
Encourage parental involvement at all levels. PAC (Parental Advisory Committee)	Principals Staff	Survey Materials Needs Assessment	PTO Booster Club Open House	Throughout the year	All Parents K-12

Involvement of teachers in student testing beyond the state level. (Data Disaggregation, Benchmarks, etc.)	Principals Teachers	Testing Materials Testing Resources	CBA, Benchmark, Semester Tests	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students K-12
Continue to monitor student progress and provide additional assistance.	Principals, Counselor, K-12 Teachers	Progress Reports Student Incentives Curriculum Materials	Progress Reports Student Incentives Curriculum Materials	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Student K-12
Nurture a smooth transition for students to different grade levels and schools.	Principals, Counselor, Teachers	Staff Development Student Assemblies	Student Success	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students PK-12
Emphasize strategies to attract highly-qualified teachers, by offering housing, insurance...	Superintendent, Principals, K-12 Teachers, School Board	Local Funds	Turnover Rates	As needed	Reagan County Community, Students, & Staff
Continue to coordinate and integrate federal state, and local services and programs.	Principals, Counselor, K-12 Teachers	State Monies (2%) Federal Monies (3%) Local Monies (95%)	Program Evaluation	School year: 8/24/15 – 5/27/16 Progress Review Dates: 10/2/15, 11/16/15, 12/18/15 2/19/16, 4/8/16, 5/27/16	All Students K- 12



**GOAL 5: Reagan County ISD will comply with local, state, and federal requirements.**

**OBJECTIVE 2: Reagan County ISD will effectively use local, state, and federal funds based on identified needs to improve student achievement.**

<i>Reagan County ISD will:</i>					
<b>Actions/Strategies to accomplish objectives</b>	<b>Personnel Responsible/ Action Leaders</b>	<b>Resources/ Allocation</b>	<b>Evaluation Methods/ Documentation</b>	<b>Timelines/ Progress Report Dates</b>	<b>Focus Group(s) / Program(s)</b>
Effectively meet all state and federal requirements for the Title 1, Part-A Funds.	Superintendent Business Manager Principals	Federal funds	Budget codes/Purchase Orders Needs Assessment	FIRST Report (Financial Integrity Rating System of Texas)	All Students. K-12 Faculty
Management of Grant Funds	Business Manager Superintendent Principals	Region 18 Shared Service Arrangements	Needs Assessment Budget	Ongoing	District Wide K-12
Establish procedures related to School Choice.	Superintendent, Principals	Region 18	Written Procedures District Policies and Procedures	Ongoing	RCMS & RCES
Establish procedures related to school safety.	Superintendent, Principals, PEIMS Coordinator	Region 18	Written Procedures District Policies and Procedures	Ongoing	District Wide K-12
Recognize that all children can achieve the same high standards and must be provided the education they need to reach those standards.	Superintendent, Principals, Business Manager, Technology Director, PEIMS Coordinator	Region 18	Written Procedures District Policies and Procedures	Ongoing	District Wide K-12
Meet State Compensatory Education (SCE) Planning Requirements & Utilize SCE funds in accordance with state rules and regulations based on FTE's.	Superintendent Business Manager Principals	SCE Funds	Budget Audit Purchase Orders Needs Assessment	FIRST Report (Financial Integrity Rating System of Texas)	All Students. K-12 Faculty