

Wall ISD
District
Improvement Plan
2015-2016

11/10/15

Date of School Board Approval

Wall Independent School District Mission Statement

The Wall Independent School District has maintained a reputation for academic excellence and achievement is evidence by consistently high test scores on the national and state levels, as well as the accomplishments of graduates of this district.

We believe that all students are capable of learning the necessary skills to be independent, productive and useful members of our society.

The aim of this district is to enable students to develop and apply academic skills and to acquire competencies on which to build a meaningful and productive life.

Wall ISD will provide students with a balanced curriculum that will enable students to develop good citizenship characteristics and to appreciate our rich American heritage; to develop sound economic attitudes; and to develop positive attitudes towards the educational process and its importance to the future of America. We will provide opportunities for all students to develop their abilities to think logically, independently, and creatively and to communicate effectively.

This campus is committed to providing instruction at the highest level and to providing the necessary resources for quality programs in all areas. We accept the responsibility of accountability for the results of our program.

OUR MOTTO

WALL-WINNERS-ALL

Planning and Decision Making Committee

| Name | Position Parent, Business, Community, Teacher, etc | Signature |
|---------------|--|---------------|
| Amy McCormick | Teacher | Amy McCormick |
| Kirby Rankin | Teacher | Kirby Rankin |
| Sharon Haney | Teacher | Sharon Haney |
| Houston Guy | Coach | Houston Guy |
| Laura Arthur | Teacher | Laura Arthur |
| Libby Kissko | Teacher | Libby Kissko |
| Linda Ellis | Teacher | Linda Ellis |
| Sandra Jansa | Teacher | Sandra Jansa |
| Pilar Henry | Parent + | Pilar Henry |
| Paige Jones | Parent | Paige Jones |
| | | |
| | | |
| | | |

Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Committee on 7/9/2015.

| | Data Sources Examined |
|------------------------------------|--|
| Paige Jones - Parent | STAAR Test Results EOC Test Results TAKS Test Results ACT Test Results FIRST RATING PBMAS (Bilingual/ESL) PBMAS (NCLB) PBMAS (Special Education) PBMAS (Cate) ISAM School Calendar PEIMS Data Sheets TEA Dropout Summary Report Technology (Hardware Data) State Performance Plans Transfer Students Data |
| Pilar Henry - Parent | |
| Houston Guy - Teacherr | |
| Sharon Haney - Teacher | |
| Linda Ellis - Teacher | |
| Libby Kissko - Teacher | |
| Amy McCormick - Teacher | |
| Sandra Jansa - Teacher | |
| Laura Arthur - Teacher | |
| Kirby Rankin - Teacher | |
| Russell Dacy – Principal | |
| Ryan Snowden - Principal | |
| Matt Fore - Principal | |
| Walter Holik, Jr. - Superintendent | |

**Comprehensive Needs Assessment:
Summary of Findings**

| Identified Areas of Strength and Concern | |
|--|---|
| Areas of Strength | Data Source |
| College Readiness | ACT Scores, EOC Scores |
| STAAR Math - Grades 3,4,5,6,7,8 Reading | STAAR Math and Reading Scores |
| High School EOC Scores | EOC Summary Reports |
| Areas of Concern | |
| Science – 5 th & 8 th Hispanic, Econ. Disadvantage | STAAR Test Summary Reports |
| Social Studies – 8 th All Student Groups | STAAR Test Summary Reports |
| Reading – 3 rd & 4 th - Hispanic | STAAR Test Results |
| High School – English I – Hispanic, Economically Disadvantaged | EOC Summary Reports |
| Recruitment and Retention of Highly Qualified Teachers – Paraprofessionals | End of Year Turn Over Teachers & Paraprofessionals Receiving Incentive Pay |
| Percentage of Hispanic and Economically Disadvantaged Students Identified for Special Education | PBMAS Summary Report |

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/Campus \$ 290,878 Template – Release 4 8/26/2015

Total FTEs funded through SCE at this District/Campus 1.25

Students are entered into the State Compensatory Education Program when performance on benchmark tests, classroom performance, or other assessments indicate non-mastery of particular concepts that could lead to student's not being successful academically or on TAKS.

Students are exited from the State Compensatory Education Program when they have performed at a level which demonstrates mastery of concepts which placed the student in the program originally.

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
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the 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

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students;

| Program/Funding Source |
|---|
| Federal Programs |
| |
| Title I, Part A - \$ 86,932 |
| Title I, Part C (Migrant) – Shared Services 0 |
| Title II, Part A (TPTR) - \$ 30,067 |
| Carl Perkins - SSA |
| |
| State Programs/Funding Source |
| |
| Career/Technology Education - \$ 616,446 |
| State Compensatory Education - \$ 290,878 |
| Gifted/Talented - \$ 42,468 |
| Special Education - \$ 497,337 |
| Bilingual/ESL Program - \$ 11,485 |
| Based on Release 4 - 8/26/2015 |

Goal 1:

Wall ISD will continue to support our Elementary and Middle School campuses in their goal to maintain excellent performance on STAAR Assessments.

Objective 1:

By May 2016, 90% of all students and student groups will pass all portions of the STAAR test, 90% of the students taking alternative assessment will meet ARD expectations, and both campuses will meet State and Federal System Safeguards.

Summative Evaluation:

90% of all students will pass all portions of the STAAR assessment, meet ARD expectations, and meet State and Federal System Safeguards.

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|---------------------------------------|---------------------|-------------------------|--|---|
| 1) Tutorial Program for Students Grades 3-8 | Principals | Sept 2015- May 2016 | Sept. 2015 | Local Funds \$20 per Hour | STAAR Results State & Federal System Safeguards OEC Results |
| 2) Employ Instructional Aides to enable K-5 Teachers to work with Small Groups | Elementary Principal | Sept 2015- May 2016 | Sept 2015 | Comp Ed Funds \$118,827.23 \$ 87,924.69 | STAAR Results State and Federal System Safeguards |
| 3) Provide Summer School Enrichment Program K-8 | Elementary & Middle School Principals | May 2016- June 2016 | End of School Year | Title I Funds \$18,330.14 | Teacher Evaluation |

2) Aides:

Marcie Holtman - \$ 1,293.39
 Kathy Chitsey - 18,074.32
 Gina Holifield - 5,703.11
 Cindy Ellington - 16,091.73
 Francine Gilbert - 19,420.84

Jackie Fuchs - \$ 18,472.55
 Lisa Graham - 8,868.75
 Total \$ 87,924.69

3) 6 Teachers @ \$2500 + Benefits

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|------------------------------|----------------------------|--------------------------------|---|--|
| 4)Contract with ESC 15 to Provide Assistance and Guidance in effective use of Title I & II Funds | Superintendent | Aug. 2015 - July 2016 | Aug. 2015 – July 2016 | Title I Funds \$5,624 Title II Funds \$5,410 | Compliance Thru E-Grants or TEA Audits |

Goal 2:

Wall ISD will continue to support our High School students in their goal to maintain excellent performance on EOC tests and ACT.

Objective:

By May 2016, 90% of all students and student groups will pass their relative EOC Exams. 40% of those taking ACT will score at least a 24 composite.

Summative Evaluation:

90% of all students will pass all relative EOC Exams and 40% of ACT testers will score a minimum of 24 on their composite.

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|---|------------------------------|----------------------------|--------------------------------|---|-----------------------------|
| 1) Tutorial Program after school and summer | High School Principal | Aug. 2015 - May 2016 | Sept. 2015 | After School Tutorials \$20/Hr. Summer School \$30/Hr. | EOC Results |
| 2) ACT Enrichment Program | High School Principal | Aug. 2015 - May 2016 | Fall 2015 | ACT Preparation Course \$2000 | ACT Test Results |
| 3) Additional Math Teacher at High School | High School Principal | Aug. 2015 – May 2016 | Aug. 2015 | \$57,532.30 Rhonda Halfmann | EOC Results ACT Results |

Goal 3:

Wall ISD will maintain at least a 95% Completion Rate and less than 1% Dropout Rate.

Objective:

By June 2016, Wall ISD Completion Rate will exceed 95% and the Dropout Rate will be less than 1%

Summative Evaluation:

AEIS Report 2015

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|------------------------------|----------------------------|--------------------------------|---|---|
| 1) Provide extended learning opportunities for students a) During school Tutorials b) After school Tutorials c) Summer school Tutorials | High School Principal | Aug. 2015 - June 2016 | Aug. 2015 | During school Tutorial opportunities budgeted into scheduling. After school Tutoring \$20/Hr. Summer School Tutoring \$30/Hr. | AEIS Dropout Report Completion Report |
| 2) Provide Alternative Education Program with HQ Teachers and Administrators | Superintendent | Aug. 2015- July 2016 | Aug. 2015 | Compensatory Funds DAEP - \$12,242 AEP - \$123,776 | AEIS Report Dropout & Completion Rates |

Goal 4:

All students will graduate from Wall ISD with the knowledge and experience to succeed in a global economy.

Objective:

Upon graduation 100% of Wall ISD students will acquire skills through Technology Resources to prepare them for Post-Secondary opportunities.

Summative Evaluation:

At least 90% of all graduates will attend a Post-Secondary Educational Institution.

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|---|----------------------------|--------------------------------|--|------------------------------------|
| 1) Provide all students a curriculum enriched with technology despite loss of state funding. | Superintendent Principals Technology Director | Aug. 2015 – May 2016 | Aug. 2015 | Local Funds \$332,300 State – what we can squeeze from IMA | Post-Secondary Student Evaluations |

Goal 5:

Wall ISD students will continue to be instructed by Highly Qualified Teachers (NCLB).

Objective:

Wall ISD will maintain 100% Highly Qualified Teachers and Para-Professionals at all grade levels.

Summative Evaluation:

E-Grants Compliance Report

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|------------------------------|----------------------------|--------------------------------|---|-------------------------------|
| 1) Verify that all Teachers and Paraprofessionals meet HQ status, provide high quality staff development through Region XV ESC, and other training opportunities | Principals Superintendent | Oct. 2015 - Oct. 2016 | June 2015- Feb. 2016 | Region XV ESC Angelo State University | E-Grants Compliance Report |
| 2) Provide salary incentive to retain HQ Teachers and Paraprofessionals in Wall ISD | Superintendent | Aug. 2015 | Dec. 2015 | Local Funds = \$128,649.72 | PEIMS |
| 3) Provide salary and step increases above state base to attract and retain HQ Teachers and Paraprofessionals | Superintendent | Aug. 2015- Sept. 2016 | Aug. 2015 - May 2016 | Local Funds = Approx. \$300,000 | PEIMS |

Goal 6:

Provide an Environment conducive to learning for all students.

Objective:

Wall ISD will maintain campuses which are Safe and Drug Free of distractions which include Bullying, etc.

Summative Evaluation:

E-Grants Compliance Report, 425 Discipline Report

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|---|---------------------------------------|----------------------------|--------------------------------|-------------------------------------|---|
| 1) Maintain cameras and software for teacher, student and building security | Superintendent Technology Director | Aug. 2015 - Aug. 2016 | Aug. 2015 - Aug. 2016 | Local Funds = \$3000 | Periodic Recap of Camera Records |
| 2) Revise and update as needed School Emergency Operations Plan | Superintendent Principals | Oct. 2015 | Oct. 2015 - May 2016 | Administrators Time and Effort | Evaluation through Safety Audit Spring 2014 |
| 3) Periodic drug dog searches | Principals | Sept. 2015 - May 2016 | Sept. 2015 - May 2016 | Local Funds = \$1800 | Recap of Findings from ICCI |
| 4) Bullying prevention through Student Teacher Education and Workshops | Superintendent Principals | Aug. 2015 – May 2016 | Aug. 2015 – May 2016 | Administrator Time & Effort | Reports Filed on Bullying |
| 5) Provide Training to all staff in recognition and prevention of harassment including sexual harassment, dating violence, reporting child abuse and maltreatment, bullying, and suicide. | Superintendent Principals | Aug. 2015 – May 2016 | Aug. 2015 | Workshop provided by District | Credit of Attendance through documentation in Human Resources Dept. |

| | | | | | |
|-------------------------|--|-------------------------|-----------|------------------------|---|
| 6) Student Drug Testing | Superintendent Principals Athletic Director | Aug. 2015 – May 2016 | Aug. 2015 | Local Funds \$9,500 | Results of Drug Testing 6-10 Per Year |
|-------------------------|--|-------------------------|-----------|------------------------|---|

Goal 7:

Wall ISD will provide the most appropriate educational setting in regards to least restrictive environment for all students.

Objective:

Wall ISD will reduce the ratio of Hispanic students to Anglo students who are identified as special needs by 1% for the 2015-2016 School Year.

Summative Evaluation:

PBMAS, E-Grants Compliance Report, 425 Discipline Report

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|------------------------------|----------------------------|--------------------------------|--------------------------------------|------------------------------------|
| 1) Continued RTI Training for Staff | Principals | May 2016 | August 2015 – May 2016 | Small Schools Coop and ESC Region XV | PBMAS 2016 Records of RTI Training |
| 2) Evaluation of Discipline Referrals for Special Needs Students | Principals | May 2016 | Aug 2015 – May 2016 | Principal Time and Effort | 425 Discipline Records |

Goal 8:

District wide awareness of Sexual Abuse and other maltreatment of children.

Objective:

All district Staff will be trained in identification of and prevention of Sexual Abuse and other maltreatment of children.

Summative Evaluation:

Documentation of workshop for staff.

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|---|------------------------------|----------------------------|--------------------------------|---|---|
| Staff Development Training of new staff on sexual abuse and maltreatment of children | Superintendent | Aug. 2015 | August 2015 | Children's Advocacy Center Online Programs | Verification of Attendance August 2015 |

Goal 9:

Wall ISD will provide an educational environment that is conducive to making a child's education a partnership between parents and Wall ISD staff.

Objective:

All parents will be actively involved in their child's education.

Summative Evaluation:

Parent involvement in Open house, Meet the Teacher, PTO, and parent conferences.

| Activity/Strategy | Person(s) Responsible | Evaluation Timeline | Implementation Timeline | Resources | Formative Evaluation |
|--|------------------------------|----------------------------|--------------------------------|---|---|
| Wall ISD will provide multiple opportunities for parents to be actively involved in their child's education | Superintendent Principals | Aug. 2015 – Aug. 2016 | August 2015 – August 2016 | Wall ISD Staff & Administrators Time & Effort | Increased Parent Involvement through Survey |
| 1) Open House 2) Meet the Teacher 3) PTO Meetings and Interactions 4) Parent/ Teacher Conferences 5) Website Information | | | | | |