

GLADEWATER ISD

District Improvement Plan 2018-2019



Date Approved: Sept. 17, 2018

GLADEWATER ISD

Mission

Gladewater ISD provides a safe and nurturing learning environment where students are empowered with the skills and character to be productive and successful citizens.

Vision

Achieving excellence together.

Nondiscrimination Notice GLADEWATER ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

GLADEWATER ISD

District Educational Improvement Committee (DEIC)

Superintendent:	Sedric Clark
DEIC Facilitator:	Cliff Lightfoot, Assistant Superintendent
District-Level Non-Teaching:	Glenda Hickey, Chief Financial Officer Kerry Hradecky, Literacy Coordinator
Classroom Teachers Regular Program Elementary:	Rita Cooper, Weldon Elementary Tina Omdahl, Primary School Emily Brown, Primary School
Classroom Teachers Regular Program Secondary:	Suzanne Welch, Middle School Candy Keller, Middle School Diana Duesterhoft, High School Bethany Ledbetter, High School
Classroom Teachers Special Programs:	Ramonda Hawley, Weldon Elementary Candice Smith, High School Allison Taylor, Weldon Elementary
Campus-Level Non-Teaching:	Amanda Langford, GPS Principal Brandy Humphreys, WES Counselor Derrick Floyd, GMS Assistant Principal David McKain, GHS Counselor
Parents:	Chase Manley (Elementary)
Community Members:	Margo Bell Roger Bigler
Business Representative:	Todd Clifton, Austin Bank

GLADEWATER ISD

Strategic Priorities

Priority 1: Recruit, support, and retain quality teachers and principals.

Priority 2: Build a foundation of reading and math.

Priority 3: Connect high school to career and college.

Priority 4: Improve low-performing schools.

State compensatory education funds allocated for resources and staff for the 2018-2019 school year: \$298,213

Goal 1: Gladewater ISD will provide academic programs, which will ensure that all students' academic performance and achievement levels will reflect excellence in learning and attainment.

OBJECTIVE 1.1 The district will achieve an accountability rating of "B" or higher.

- All students and each sub-group are successful on STAAR/EOC at rates equal to or exceeding the state average for each area tested.
- Meet System Safeguards

<p>4. Address math and science scores</p> <ul style="list-style-type: none"> • Monitor use of TEKS Resource System - planning and rigorous implementation of state standards- all core teachers and administrators have received login, password, and training • Plan and monitor professional development (campus, district, ESC 7). • Common formative assessment data discussion meeting with principals. 	CIA	TAPR DMAC PBMAS	All
<p>5. Address Reading, Writing and Social Studies Scores</p> <ul style="list-style-type: none"> • Monitor use of TEKS Resource System - planning and rigorous implementation of state standards- all core teachers and administrators have received login, password, and training • Plan and monitor professional development (campus, district, ESC 7). • Common formative assessment data discussion meeting with principals. 	CIA	TAPR	All
<p>6. Monitor implementation of RtI process on Title 1 campuses to meet the identified needs of students</p>	CIA	DMAC	K-8

TASK	STAFF	Data	SITE
1. Monitor & report student attendance and make improvement plan based on data.	SUPT	TAPR	All
2. Participate in annual training for identification and recruitment of migrant students with Region 7 ESC		TAPR TxEIS	All
3. Create an environment of increased accountability for all staff through annual appraisal and administrative walkthroughs		DMAC TAPR	All
4. Enhance existing technology and acquire new technology to support education reform and to improve student achievement	Tech Director	TAPR	ALL

OBJECTIVE 1.2: Gladewater ISD has a challenging CIA program, requiring high levels of learning & accountability, preparing graduates for higher education or employment.

- 25% of all students and each sub-group will attain Postsecondary Readiness standard
- Dual Credit enrollment greater than or equal to 25%
- Maintain a drop out rate less than 1%
- Maintain a completion rate of at least 95%
- 90% of students will graduate under the foundation plan and receive endorsement(s)
- 25% or above participation and 90% or above passing for CTE certification testing

TASK	STAFF	Data	SITE
1. Support each CIP	SUPT	TAPR	All
2. Monitor CIA program <ul style="list-style-type: none"> • Highlight % passing/goal setting for STAAR on benchmarks • Emphasis on elementary Academic UIL; monitor student participation. • Monitor enrollment of GHS Advanced classes 9-12 (see CTE & Dual Credit) • Monitor enrollment of GMS Advanced classes 6-8 • Implement Pre-Algebra course for advanced mathematics in 7th grade, with the goal of implementing Algebra I in 8th grade during the 2019-20 school year. 	CIA	TAPR DMAC	All
3. Academic planning beginning in the 6 th grade <ul style="list-style-type: none"> • Meet individually with each student to determine schedule for each year • Develop 4 year plan - grade 8 • GMS career day after STAAR testing – May 2018 • WES career day – May 2018 • Develop or update Personal Graduation Plan – Completed by March 2019 (prior to Spring Break) for grades 8-12 			GMS, GHS
4. College Awareness <ul style="list-style-type: none"> • Embed the college readiness standards into middle and high school curriculum documents • Designate the 2nd week of November as Generation TX Week; carry out various activities that will provide comprehensive, grade-appropriate information regarding the pursuit of higher education (HB2909) • College Shirt Day – 1st Monday Monthly 	CIA	TAPR Generation TX Website	All
5. Dual course enrollment will be annually monitored <ul style="list-style-type: none"> • 2018-2019 courses <ul style="list-style-type: none"> ○ English 1301 ○ English 1302 ○ Government 2305 ○ Government 2306 ○ US History 1301 ○ US History 1302 ○ Medical Terminology ○ Music Appreciation ○ Psychology 2301 ○ Principals of Human Sc. 	CIA		GHS

<ul style="list-style-type: none"> o Chemistry o Environmental Sc. o Stats 			
6. Academic planning w/rigorous course alignment	CIA	TAPR	GHS
7. Provide information to students and parents on SAT and ACT testing opportunities and deadlines for registration	CIA	TAPR	GHS
8. Host Dual Credit information night for GHS parents and students and provide information to students through pre-requisite courses by February 2019	CIA	TAPR	GHS

TASK	STAFF	Data	SITE
1. Analyses of course alignment with identified job market and monitor articulated courses <ul style="list-style-type: none"> • 2018-2019 courses <ul style="list-style-type: none"> o Ag Mechanics & Metal Technology o Ag Power Systems o Business Inform Mng 1 o Business Inform Mng 2 o Lifetime Nutrition & Wellness o Child Development o Child Guidance o Prin of Graphic Design o Practicum of Graphic Design o Graphic Design & Illus. o Advanced Graphic Design o Prin of Ag o Wildlife/Fish o Food Technology o Ag FD Fabrication o Floral Design o Ag Mechanics o Vet Med o Advanced Animal Science o Prin of Human Svc o Culinary Arts 1 o Culinary Arts 2 o Practicum in Culinary Arts o Instr Practicum in Ed & Trn o Practicum in Ed & Trn o Prin of Health Science o Sports Medicine o Career Prep o Computer Programming o Web Tech o Money Matters o Professional Communication o DIM 	CIA	Alignment Matrix Course Offerings	GHS
2. Provide industry-recognized certifications opportunities for students in 6 or more areas <ul style="list-style-type: none"> • Each teacher to maintain database of certificate testing and results • Increase number of certifications in the following areas: 	CIA	# Certifications Areas Tested	GHS

<ul style="list-style-type: none"> ✓ Adobe Certified Photoshop ✓ Office Word 2010 ✓ Office Excel 2010 ✓ Office Powerpoint ✓ Office Access ✓ Texas Beef Cattle Cert ✓ HeartSaver CPR ✓ OSHA 10 Hr ✓ MicroSoft Office Sp. 			
<p>3. All CTE teachers will be required to complete the Advanced Technical Credit for each course available.</p> <p>-Vince Todd, AGMECHMT, AGPOWSYS, EQUINSCI, HORTSCI, LNDTGMGT, REOMGT</p> <p>-Stephanie Todd, CHLDDEV, CHLDGUI</p> <p>-Audra Thomas, NONE</p> <p>-Donnis Poe, NONE</p> <p>-Mary Rhodes, NONE</p> <p>-Tracy Wells, NONE</p> <p>-Ryan Bolt, NONE</p>	CIA	ATC Certifications	GHS
<p>4. Monitor completion rate and develop improvement plan base on data.</p>	SUPT	Performance Reporting TAPR	GHS GMS

OBJECTIVE 1.3: Gladewater ISD students have a vision for future success and set goals to achieve that success.

- 90% of graduates will complete application for one or more scholarships

TASK	STAFF	Data	SITE
<p>1. Systems in place to expose students to college & career planning</p> <ul style="list-style-type: none"> ● SAT/ACT Information ● PSAT assessments 11th ● Career day at GMS and WES, May 2019 ● Participation in Longview Partnership for College and Career Night – 	CIA		GHS GMS

<ul style="list-style-type: none"> ● GLOBE Career Day – ● Military and Trade College meet with students through Gov and Eco classes and CTE classes (Lincoln, TSTC) ● Continue with Lunch set-up by Colleges ● Continue newsletters for Juniors and Seniors ● Continue Junior (University) & Senior (Jr. College) field trips ● Research Project in Senior Class (college application and scholarship) 	SUPT	List of activities & participants Fall 2015 Newsletters – Oct/ Nov, Dec/Jan, Feb/Mar, Apr/May	
<p>2. Investigate enrolling students into junior colleges & explore scholarships</p> <ul style="list-style-type: none"> ● Running spreadsheet of scholarships on GHS website ● Remind to Seniors ● Hardcopy posted in office ● Hardcopy available to parents upon request ● Maintain list of scholarships awarded each year – ● Maintain list of college admissions – each student posts sign upon admission ● FAFSA and Financial Aid Night for Jr. and Sr. Parent Meeting – September 2018 ● 8th Grade Parent Meeting – March 2019 ● 5th Grade Parent Meeting – March 2019 	CIA	All Students Enrolled Scholarship Info Financial Aide Info	GHS

OBJECTIVE 1.4: Gladewater ISD has a safe & alcohol/drug-free climate that fosters discipline, respect, confidence and a desire to contribute.

- Office referrals @ ≤20%; ISS referrals @ ≤20% secondary, ≤10% elementary; AEP @ ≤5%
- At least 90% of survey respondents will identify GISD as a safe & drug-free environment
- Positive drug test results will be less than 3% of students tested
- Student body will be involved in student leadership organizations w/ at least one community service project.

TASK	STAFF	Data	SITE
<p>1. Monitor of discipline plans, referrals & punishments on a 9 week basis.</p> <ul style="list-style-type: none"> ● Discipline Referral Report ● Referrals by Offense Report ● Suspension & DAEP Report ● ISS Report ● Corporal Punishment Report 	CIA	Discipline reports	All
2. Implement improvement plans based on data	SUPT	Improvement	All

		Plans	
3. Drug testing 7-12 extra-curricular activities & 30 ½ day drug dog visits <ul style="list-style-type: none"> • Drug Dog Visits - • Drug Testing - 5 tests per year 	SUPT	Policies Report12-14	GHS GMS
4. Student & parent education programs on drug & alcohol usage <ul style="list-style-type: none"> • East Texas Council on Al. and Drug Abuse <ul style="list-style-type: none"> ◦ WES - January 2019 ◦ GHS - Health & CTE Classes • Wellness Point <ul style="list-style-type: none"> ◦ GHS - Child Dev Classes • Red Ribbon Week – Campus Activities (Oct) 	CIA SUPT	Program Objectives	All
5. Awareness Education <ul style="list-style-type: none"> • Hydrocephalus, move from Sept to Oct • Celebrate National Unity Day, GHS and GMS • Anti-bullying Week, Campus Activities October • Human Trafficking Month, January • Dating Violence Awareness Month – February – campus activities • Iwo Jima Day, February • Alcohol Awareness Month – April - campus activities • Autism Awareness Month, April • Postpartum Depression Awareness Month, May • Lung Cancer Awareness Day, May 	CIA	Program	GHS
7. Implement & monitor FitnessGram <ul style="list-style-type: none"> • Administered & data entered by coaches • Data submitted by Tech Director 	Tech Director	Results	All
8. CPI training completed annually	CIA Sped Director	Certificate Card	All

TASK	STAFF	Data	SITE
1. Monitor number participants & service projects			All
2. Make improvements based on data	SUPT	Reports	All
3. EOP update, safety & security audit 3 year cycle		Plan	All
4. Update to date CPR/First Aid/AED training & RCP training		Certificates	GMS GHS

OBJECTIVE 1.5: Gladewater ISD has a high quality faculty and staff.

- 100% of staff will be certified in area of assignment
- Positive working environment w/ staff turnover rate no greater than 20% annually
- Provide opportunity for at least 30 hours of identified professional development per year for teachers
- Personnel absentee rate will be less than 5%

TASK	STAFF	Data	SITE
1. Hiring practices and completion of permits <ul style="list-style-type: none"> ● Utilize SearchSoft thru ESC7 for online applications and University Job Board <ul style="list-style-type: none"> ○ UT Tyler ○ LeTourneau ○ ETBU ○ SFA ○ SHSU ○ Texas A&M Commerce and Texarkana ● Monitor types of certification <ul style="list-style-type: none"> ○ Novice Teachers ● 100% of teachers highly qualified ● Attend University Job Fairs <ul style="list-style-type: none"> ○ UT Tyler ○ SFA 	HR Officer	Assignments	All

<ul style="list-style-type: none"> o LeTourneau o ETBU 			
2. Provide adequate staff development budget <ul style="list-style-type: none"> • Title 1 Part A • Title 2 	CIA Business Director	ESC Contracts	
3. All employees are appraised by various methods with identified growth areas as needed <ul style="list-style-type: none"> • Growth Plans 	HR Officer		
4. T-TESS evaluations guided by student data <ul style="list-style-type: none"> • Walk thru report 	HR Officer	WT Analysis	
5. Conduct an analysis of T-TESS results <ul style="list-style-type: none"> • Appraisers complete annual training 	HR Officer		
6. Conduct employee survey <ul style="list-style-type: none"> • Exit Questionnaire with FormSpace 	HR Officer	Survey results	All
7. Employee Recognition & Celebration Programs <ul style="list-style-type: none"> • Convocation gift • Service award dinner • TCB Awards each six weeks 	HR Officer	Program Awards	All
8. Induction/mentoring program <ul style="list-style-type: none"> • Beginning of school luncheon with beginning teachers and mentors • Observe beginning teacher 3 times by mentor • Observe experienced teacher 4 times by beginning teacher • 3 walk-throughs by HR • 4 written observation reports from beginning teachers • 3 written observation reports from mentors 	HR Officer	Survey Results	All
9. Monitor Teacher Turnover Rate - Excluding Retirees <ul style="list-style-type: none"> • Target for 18-19 <20% 	HR Officer SUPT	Personnel Data	All

TASK	STAFF	Data	SITE
1. Monitor staff absences on 6 week basis with year to date data	HR Officer	Reports	All
2. Implement improvement strategies based on data		Plans	All
3. Competitive compensation package	Business Director SUPT	Market survey	All

GOAL 2: Gladewater ISD will promote the continual upgrade of facilities while providing multi-level safety and security of students and staff.

OBJECTIVE 2.1: Provide systems to ensure that facilities will be clean and well maintained

- Custodial inspection score will average at least 80
- 95% of maintenance work orders completed

TASK	STAFF	Data	SITE
1. Preventative maintenance	SUPT	Data	All
2. Maintenance Workorder system monitored and analyzed		Plans	All
3. Implement and monitor custodial inspections		Data	All
4. Oversee stadium renovations		Plans/Data	All
5. Oversee facilities projects from 2014 Bond		Plans/Data	All

GOAL 3: Gladewater ISD will provide sound financial management through integrity, planning and accountability to provide for the operation of the District’s financial affairs and all student related programs and services.

OBJECTIVE 3.1: GISD will develop and adopt balanced budgets to include monitoring 2014 Bond Series and Stadium Renovations.

- Meet First Rating System
- Maintain three month operating budget per TEA

TASK	STAFF	Data	SITE
1. Spring Budget Workshop with Board Designee	Director of Business	BoardBook	All
2. Monitor Energy Management System	Director of Maintenance	Data	All
3. Staffing Ratio Analysis <ul style="list-style-type: none"> • Elementary - December • Secondary - January 	Director of HR SUPT	TAPR	All
4. FIRST System Rating	Director of Business	TEA Audit	All
5. Annual Audit	Director of Business	Audit Report	All
6. Monthly Board Reports	Director of Business	BoardBook	All
7. Review and verify all applications for payment	SUPT Director of Business	Report	All

GOAL 4: Gladewater ISD will establish a process that ensures interactive, open, honest, timely and effective communication among district employees, students, parents and the community at-large

OBJECTIVE 4.1: Establish a process that ensures interactive, open, honest, timely and effective communication among district employees, students, parents and the community at-large

- 100% of required district/campus communication will be completed.

TASK	STAFF	Data	SITE
1. Annual monitoring of communication systems as identified in program evaluation data records <ul style="list-style-type: none"> ● Mail quarterly issues of Bear Facts to parents/guardians of all students ● Publish TCB recipient information each six weeks in Gladewater Mirror 	SUPT	Published	All
2. Annual GISD brochure	Tech Director	Published Published	All All
3. Annual monitoring of communication systems as identified in program evaluation data records <ul style="list-style-type: none"> ● BlackBoard – 6 calls per campus per 6 wks 	Tech Director	Published	All
4. Utilize online resources as a means of communication with stakeholders (i.e. website, Facebook, Twitter)	Tech Director	Plans	All
5. Include ways to educate staff on the value of parent contributions and ways to reach out to parents	SUPT	Family Engagement Plan	All

OBJECTIVE 4.2: Promote participation through parent/community involvement programs.

- 10% increase in volunteer hours

TASK	STAFF	Data	SITE
1. Monitor existing programs & participation as identified in program evaluation data records <ul style="list-style-type: none"> • Volunteer hours reported each month • Continue to recruit through parent/community events • Continuous updating of volunteer contact information • Monitor teacher volunteer requests and parent programs • Monitor and report on D.A.D.S. Club activities focused on improved campus safety and security • Increase awareness of SHAC <ul style="list-style-type: none"> ○ Nutrition Education ○ Suicide Prevention Education • Analyze parent survey 	SUPT SUPT CIA	1st wks Programs & participation	All

TASK	STAFF	Data	SITE
1. Monitor existing programs & participation as identified in program evaluation data records <ul style="list-style-type: none"> • District and Campus newsletters • Newspaper and television • Flyers • Email and website 	SUPT Tech Director	Programs & participation	All
2. Public meeting for TAPR report	CIA	Sign In	All