

District/Campus Improvement Plan

2016 - 2018

Superintendent: Kevin Wilson

Principal: Lisa Karnei

Approved by Board of Trustees on August 23, 2016

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I. District Mission Statement/Campus Vision

DISTRICT MISSION STATEMENT

The mission of the Nordheim Independent School District, in partnership with students, family, and community is to set high expectations in order to provide a quality educational program that will develop skills and values that will allow all students to be responsible and productive members of society.

CAMPUS VISION

Provide relevant educational opportunities to enable our students to become caring, productive, contributing members of society.

II. GOALS

STUDENT PERFORMANCE

1. Nordheim ISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

HEALTHY AND SAFE SCHOOL:

2. Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

TECHNOLOGY

3. Nordheim ISD students and staff will become proficient in the use of technology in daily learning, teaching and administrative activities.

PARENT & FAMILY ENGAGEMENT

4. By the year 2017, all Nordheim ISD parents will become active participants in parent and family engagement and school activities.

HIGHLY QUALIFIED PERSONNEL

5. Nordheim ISD teachers and paraprofessionals will be highly-qualified according to state and Federal guidelines.

III. Nordheim ISD Core Beliefs

You will always SEE:

- + A welcoming environment where students are engaged and challenged.
- + A professional staff that are available and display a positive attitude.
- + Facilities and grounds that are neat, clean, and well maintained.

You will always HEAR:

- + Positive, professional interactions
- + Knowledgeable, challenging instruction
- + Respectful exchanges

You will always FEEL:

- + Welcomed
- + Valued
- + Safe

You will never SEE:

- Students who are apathetic.
- An unprofessional staff.
- School areas that are unsanitary or dangerous.

You will never HEAR:

- Negativity, unprofessional interactions
- Gossip, sarcasm
- Profanity

You will never FEEL:

- Unwelcomed
- Unimportant
- Fearful

IV. Nordheim Independent School District
District Education Improvement Committee
2016-2018

Autumn Buch

Elementary Teacher

Carlton Williams

Secondary Teacher

Meliss Eckhardt

Secondary Teacher

Amy Lee

Special Education, 504 Coordinator

Dianna Soliz

Non-teaching Representative

Stephanie Rohan

Parent Representative

Patricia Garcia

Business/Community Representative

Kevin Wilson

Chairperson

Superintendent

Lisa Karnei

Principal

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: Average Daily Attendance and enrollment Records

Long Range Goal: By the year 2018, 97% of all students will be in daily attendance.

Annual Performance Objective: NISD must have 97%.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>ATTENDANCE</p> <ul style="list-style-type: none"> • Monitor campus attendance and enrollment weekly and report to Board monthly. • Assign a part time truancy officer to monitor attendance, in coordination with principals and attendance secretaries. • Utilize the school check in program to track student attendance, tardies, and early dismissal for students and staff. • Plan/conduct transition activities with Pre-K to assure comfortable climate and acceptance when students enter public school with attitudes to attend school daily. (i.e. field trips, classroom visits, assemblies, district-wide pep rallies) 	All	<p>Supt.</p> <p>Supt. & Principal</p> <p>Principal & Secretary</p> <p>PK Teacher & Kindergarten Teacher</p>	<p>Board Report</p> <p>Local</p> <p>Local</p>	<p>Board Minutes</p> <p>Contact Log</p> <p>Campus sign in/out log</p> <p>Calendar schedule, visit log</p>	<p>End of year attendance report</p> <p>End of year attendance % improvement</p> <p>Reduction in discipline problems due to students leaving and entering</p> <p>PK attendance log</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: Continuous improvement on report cards and state assessments.

Long Range Goal: Implement district-wide standards-based curriculum framework, aligned assessment, and high quality instruction.

Annual Performance Objective: To meet the percentage of the STAAR testing population mastering state standards in Reading/ELA, Writing, Math, Science, and Social Studies from all students.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>CURRICULUM & INSTRUCTION</p> <ul style="list-style-type: none"> • Support implementation of TEKS Resource lessons into daily lesson planning: English, math, science, and social studies. • Develop TEKS-based curriculum documents for subjects outside of the 4-core subjects. • Utilize DMAC program to score assessments, disaggregate assessments and determine progress. • Use technology to enhance instruction. • Utilize appropriate technology-based instructional programs for learning: Accelerated Reader, Go Math, Think Through Math, I-Station reading, Odysseyware, and others. • Use CTE course work to build life-long workplace skills. 	All	<p>Principal, Teachers</p> <p>Principal, Teachers</p> <p>DMAC Admin, Principal</p> <p>Tech Dir., Teachers</p> <p>CTE Teachers, Counselor</p>	<p>Local</p> <p>Local</p> <p>Local</p> <p>Licensing fees, laptops, nooks, iPads</p> <p>Federal: Carl Perkins Grant; local</p>	<p>Lesson Plans</p> <p>Lesson Plans</p> <p>Benchmark Tests</p> <p>Time logs for student use</p> <p>Career pathways in course selection guide</p>	<p>STAAR/EOC scores</p> <p>Curriculum documents</p> <p>STAAR/EOC scores</p> <p>STAAR/EOC scores</p> <p># students completing CTE training</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: Report cards, STAAR

Long Range Goal: By the year 2018, all students will meet the state standard.

Annual Performance Objective: To meet the percentage of the STAAR mastering state standards in Reading/ELA, Writing, Math, Science, and Social Studies.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>INTERVENTIONS & ASSESSMENTS</p> <ul style="list-style-type: none"> Utilize a Response to Intervention (RtI) process. Utilize Remind in helping using organizational skills and keep students and parents updated. Provide tutorials open to all students before/after school. Administer and assess students utilizing the appropriate state assessment , such as TPRI, TELPAS, STAAR Utilize the Texas Teacher Evaluation and Support System (T-TESS) and walk through assessments to improve instruction and student achievement. 	All	Principal Teachers Teachers Teachers Principal, Teacher	Local Local State Local	Sign in Sheets # students passing Enrollment, attendance, PEIMS label Documentation of observation records	# SPED Report card grades, progress reports Report card grades, STAAR/EOC

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: Level III performance and student discipline referrals

Long Range Goal: By the year 2018, 90% all students will meet the state standard.

Annual Performance Objective: To meet the percentage of the STAAR state passing standards in Reading/ELA, Writing, Math, Science, and Social Studies.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>COUNSELING</p> <ul style="list-style-type: none"> • Meet with parents to promote academically challenging courses and explain state assessments and graduation plans. • Counsel with students and parents to address student needs such as suicide prevention, conflict resolution, violence prevention, teen parenting, anti-bullying and drop out prevention. • Conduct Orientation to all 8th grade students and their parents to promote easy transition to high school: graduation requirements, dual-credit opportunities, extra-curricular activities, and behavior. • Maintain cohort lists to verify appropriate leaver codes, high school course credit accrual, and graduation in 4 years. • Follow policies for determining GPA and class ranking. 	All	<p>Counselor</p> <p>Counselor</p> <p>Counselor, Principal</p> <p>Counselor, PEIMS clerk</p> <p>Counselor</p>	<p>Local</p> <p>Local</p> <p>Local</p> <p>Local, State</p> <p>Local</p>	<p>Counseling log</p> <p>Lesson plans</p> <p>Agenda, sign-in sheet</p> <p>Cohort lists, completion</p> <p>GPA awards</p>	<p>End of year counseling activity log</p> <p>Program evaluation</p> <p>9th grade student success</p> <p>Graduation roster</p> <p>Graduation roster</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: STAAR/EOC

Long Range Goal: By the year 2018, 90% of all students will meet the state standard.

Annual Performance Objective: To meet the percentage of the STAAR state passing standards in Reading/ELA, Writing, Math Science, and Social Studies (All Students).

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>TESTING</p> <ul style="list-style-type: none"> • Implement STAAR/EOC assessments - Train testers and collect oaths - Receive secure, return assessment materials • Assist teachers with organizing tutorials and assigning students • Maintain EOC tests, tutorial, retest system. • Compile student category lists as required by PEIMS. • Use GT Plan to assess candidates for gifted-talented program. • Monitor gifted-talented program and conference with students and parents if student will be placed on furlough. 	All	<p>Counselor</p> <p>Counselor</p> <p>Counselor PEIMS Clerk</p> <p>Counselor, GT Teachers</p>	<p>Local, state</p> <p>Local, state, federal</p> <p>Local, GT Plan, Testing Supplies</p>	<p>Testing Log</p> <p>Tutorial schedule, EOC log, Report cards, PEIMS report</p> <p>Test supplies, letters sent home</p>	<p>STAAR reports</p> <p>Report cards, Final grades, PEIMS reports</p> <p>Cumulative records, HS transcripts, PEIMS report</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: FITNESSGRAM and student health records.

Long Range Goal: By the year 2018, 90% of all students will meet the state standard.

Annual Performance Objective: To meet the percentage of the STAAR state passing standards.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>HEALTH & PHYSICAL EDUCATION</p> <ul style="list-style-type: none"> • Develop and implement physical education goals for all students in regular PE, athletics, and extra-curricular activities. • Implement strategies to engage poorly motivated students to become physically fit and to fight obesity and diabetes. • School Health Advisory Committee (SHAC),board policy BDF (LEGAL): Organize a committee and hold regular meetings to meet goals. • CAFETERIA: Plan/promote healthy food choices. 	All	<p>PE Coaches</p> <p>PE Coaches, Nurse</p> <p>Nurse</p> <p>Cafeteria Manager</p>	<p>Local</p> <p>Local, state,</p> <p>Local</p> <p>Local, State, Federal</p>	<p>Poster of goals</p> <p>Lesson plans</p> <p>Agendas, sign-in log</p> <p>TEA guidelines, audits</p>	<p>TEA Fitness-gram</p> <p>TEA Fitness-gram</p> <p>Checklist of goals, meeting minutes</p> <p># students participating</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: STAAR.

Long Range Goal: By the year 2018, 90% of all students will meet the state standard.

Annual Performance Objective: To meet the percentage of the STAAR state passing standards.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>STAFF DEVELOPMENT</p> <p>-Coordinate staff development among all fund sources and plan sessions based on needs assessments. (Topics may change.)</p> <ol style="list-style-type: none"> 1. Classroom management, discipline policy, Student Code of Conduct 2. Incorporate the 4 R's: Rigor, Relevance, Relationships, and Responsibility 3. Character Education: Character Counts, harassment, anti-bullying, anti-gangs, drug education, drop-out reduction, conflict resolution 4. Technology: Instructional Technology 5. AYP Accountability.....and other topics as requested in needs assessment 	All	Supt., Principals Site-based teams, Teachers	<p>Local, state, federal funds, Title IA and Title II A</p> <p>Staff ESC-3 Consultants</p> <p>AEIS, AYP reports, State Reports, Handbooks, Board Policy</p>	<p>Professional development agenda, sign-in log, evaluations</p> <p>Certificates, CEU's</p>	<p>Evaluation of annual professional development;</p> <p>Increase in student achievement</p> <p>Reduction of behavior issues</p>

District Goal # 1: NISD will provide premier academic programs to ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they may confront on a daily basis.

Data Analyzed to Determine Need: Athletic Participation, UIL participation.

Long Range Goal: By the year 2018, improve student athletic participation to coincide with academic excellence.

Annual Performance Objective:

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>ATHLETICS & EXTRA-CURRICULAR ACTIVITIES</p> <ul style="list-style-type: none"> • Participation: Increase participation by promoting athletics. Build basic skills in elementary PE classes to prepare students for future athletic participation. • Curriculum: Align developmental skills with athletic ability. • Character Education/Life Skills: Build teamwork. I am a PIRATE (Prepared, Independent, Responsible, Ambitious, Tough, Exceptional) • Competition: Teach good sportsmanship with an annual goal to be competitive in UIL competition succeed in personal and team goals. • Banners in gym for past team and individual success in all sports 	All	<p>AD and Coaches</p> <p>PE Teachers</p> <p>PE Teachers</p> <p>Coaches</p> <p>Coaches</p>	<p>Local, state, poster, banners, pep rallies</p> <p>Local</p> <p>Local</p> <p>Local/Grant</p>	<p># boys, # girls on teams</p> <p>PE lesson plans</p> <p>Banner in gym</p> <p>Team & Individual stats/improvement</p> <p>Team & Individual stats/improvement</p>	<p>End of year participation report</p> <p>FitnessGRAM</p> <p>End of year report</p> <p>End of year growth</p> <p>End of year report</p>

District Goal # 2: Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

Data Analyzed to Determine Need: Discipline referrals, teacher assigned detention, attendance and tardies.

Long Range Goal: For students to be responsible for their own good behavior.

Annual Performance Objective: Improve learning environment.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>STUDENT DISCIPLINE & ATTENDANCE</p> <ul style="list-style-type: none"> Utilize behavioral incentive program to support effective discipline management. Conduct staff development to reduce office referrals. Conduct annual review of discipline and attendance policies. Encourage campus staff to contact parents for support before minor issues become major conflicts. 	All	<p>Principal, Teachers</p> <p>Supt, Principals</p> <p>Supt, Principals</p> <p>Principals, Teachers</p>	<p>Local, TxEIS, PEIMS</p> <p>Local, federal funds to purchase training & books</p> <p>Student-Parent Handbook</p> <p>Local</p>	<p>Progress reports</p> <p>Staff dev agendas, sign in log</p> <p>Phone log, email, School Messenger</p>	<p>Report cards</p> <p># office referrals end of year</p> <p>Reduction # discipline referrals</p>

District Goal # 2: Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

Data Analyzed to Determine Need: Records of responses to drills and emergencies.

Long Range Goal: To be proactive in preventing a crisis or conflict.

Annual Performance Objective: Safe school.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>PLANNING & DRILLS</p> <ul style="list-style-type: none"> • Annually review and revise as appropriate the District Emergency Management Plan. • Conduct scheduled and unscheduled drills: fire, tornado, shelter-in-place, campus evacuation. • Conduct staff development on handling a crisis, conflict resolution, sexual harassment, bullying prevention, illegal drug use, mental health, and texting while driving. • Monitor communication devices/systems needed for the Emergency Operations Plan (EOP) including telephone system, phone tree, School Messenger contact lists, etc. 	All	<p>Supt.</p> <p>Supt, Principals</p> <p>Supt, Principals Counselor</p> <p>Principals, Technology Director</p>	<p>Local</p> <p>Local</p> <p>Local, Report on discipline</p> <p>Local</p>	<p>Past year emergency plan</p> <p>Drill calendar schedule</p> <p>Agenda, sign in log</p> <p>Inventory Check out system</p>	<p>Current year revised emergency plan</p> <p>Reduction in # of conflicts</p> <p>Reduction # conflicts</p> <p>Training evaluation</p>

District Goal # 2: Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

Data Analyzed to Determine Need: To deter drug use among students.

Long Range Goal: To eliminate illegal drug use in our community.

Annual Performance Objective: Illegal drug use in not acceptable for anyone.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>SAFE & DRUG-FREE SCHOOL</p> <ul style="list-style-type: none"> • Emphasize the importance of living a drug-free life through various activities <ul style="list-style-type: none"> - Celebrate Safe and Drug-Free Schools Week. • Continue contract for illegal drug use surveillance: <ul style="list-style-type: none"> - Canine • Conduct staff development on bullying prevention, illegal drug use, texting and driving, etc. 	All	Principal Counselor Supt Principal Counselor	Local Local Local	Agenda Schedule Records of visits Agenda Sign-in log	Evaluation of activities Results from surveillance Training evaluation

District Goal # 2: Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

Data Analyzed to Determine Need: Responses to drills and emergencies.

Long Range Goal: To have staff trained and vehicles maintained with no accidents.

Annual Performance Objective: To support preparedness.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	TRANSPORTATION	All	Transportation	Local	Bus driver records	# safe drivers without accidents
	<ul style="list-style-type: none"> Maintain bus driver certification and safety training 		Transportation	Local	Vehicle maintenance records	End of year maintenance records
	<ul style="list-style-type: none"> Maintain all district vehicles. 		Transportation	Local	Schedule of drills	# accidents reduced
	<ul style="list-style-type: none"> Conduct annual bus evacuation drills. 					

District Goal # 2: Nordheim ISD students will remain healthy and feel comfortable and safe while in attendance at school, thus improving academic achievement.

Data Analyzed to Determine Need: Responses to drills and emergencies.

Long Range Goal: To have staff trained and vehicles maintained with no accidents.

Annual Performance Objective: To support preparedness.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	MAINTENANCE	All	Maintenance	Local	PO	List of completed repairs
	<ul style="list-style-type: none"> • Maintain a record of repairs and expenses for facilities. 		Maintenance	Local	List of needed repairs	List of completed repairs
	<ul style="list-style-type: none"> • Maintain rules and reports for Integrated Pest Management (IPR), asbestos abatement, and grounds care. 		Maintenance	Local	Quarterly reports	Records to TASB
	<ul style="list-style-type: none"> • Promote conservation of utilities when possible • Conduct safety audit per TEC Chapter 37 		Maintenance	Local	Monthly Bills	Annual expenditure Long range plan list of accomplishments

District Goal # 3: Nordheim ISD students and staff will become proficient in the use of technology in daily learning, teaching and administrative activities.

Data Analyzed to Determine Need: Needs assessment – student and staff requests for technology services.

Long Range Goal: To continuously improve access to and use of state of the art technology.

Annual Performance Objective: To have all staff members using technology in their area of responsibility.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>TECHNOLOGY DEPARTMENT</p> <ul style="list-style-type: none"> • Form Technology Committee to support goals/objectives. • Maintain current information: <ul style="list-style-type: none"> - District website - Camera surveillance system - Inventory of all technology equipment - Email system to organize service requests • Provide staff development to staff for using all technology equipment. • Apply for grants as appropriate to increase support for existing infrastructure and implement changes to increase bandwidth and remote access points for wireless connectivity. <ul style="list-style-type: none"> - E-Rate - Mass communication (free to schools) 	All	<p>Technology Coordinator</p> <p>Technology Coordinator</p> <p>Technology Coordinator</p> <p>Technology Coordinator, Business Manager</p>	<p>Local</p> <p>Local</p> <p>Local</p> <p>Federal & Local</p>	<p>Agenda; sign in log</p> <p>Monthly activity report</p> <p>Agenda; sign in log</p> <p>Grant application</p>	<p>End of year evaluation by committee</p> <p>End of year report</p> <p>Staff dev. evaluation</p> <p>Notice of Grant Award (NOGA)</p>

District Goal # 4: Nordheim ISD parents will become active participants in parent and family engagement and school activities.

Data Analyzed to Determine Need: Number of parent contacts.

Long Range Goal: To promote a welcoming attitude and climate for learning in students, staff, and parents.

Annual Performance Objective: To improve student, parental, and community involvement.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>BUILDING RELATIONSHIPS</p> <ul style="list-style-type: none"> • Maintain a welcoming climate for parents to come to school <ul style="list-style-type: none"> - Greeting parents pleasantly - Offering sign in sheet and name tag - Prepare at least one bulletin board about positive parent and family engagement and good parenting tips. • Use School Messenger system to call numbers giving messages, including school attendance notification. • Provide academic information in parent workshops to improve parent and family engagement that supports student achievement. 	All	Principal, staff	Local	Bulletin Board	Climate survey from visitors
			Principal	Local	Phone Messenger Log	# students in ADA report
			Principal, Counselor	Federal & Local	Agenda, sign in sheet	End of year evaluation

District Goal # 4: Nordheim ISD parents will become active participants in parent and family engagement and school activities.

Data Analyzed to Determine Need: Number of parent contacts.

Long Range Goal: To promote a welcoming attitude and climate for learning in students, staff, and parents.

Annual Performance Objective: To improve student, parental, and community involvement.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>SCHOOL ACTIVITIES FOR PARENTS</p> <ul style="list-style-type: none"> • Invite/involve parents in a variety of school activities <ul style="list-style-type: none"> - Reading to students - Assisting librarian: Book Fair - Fall Festival - Elementary room parents - High School class parent sponsors/fund raising - Field trips/Senior trip - Extra-curricular: Athletic events, Band concerts, etc. - School Luncheon (special events) • Distribute information to parents: Pirate Page, School Report Card, AYP status, Student Code of Conduct, and Student Handbook. • Seek parental support through various organizations: <ul style="list-style-type: none"> - PTA - Future Farmers of America (FFA) -Band Booster Club Athletic Booster Club 	All	Principal, staff	Title I, Local	Agenda, sign in sheet	End of year evaluation
			Principal	Local	Newsletter, website	Website posting, SBDM review of news sent home
			Principal, Ag Teacher	Federal & Local	Membership roster	Articles, photos, website presence

District Goal # 5: Nordheim ISD teachers and paraprofessionals will be highly-qualified according to state and Federal guidelines.

Data Analyzed to Determine Need: Application, student enrollment, master schedule.

Long Range Goal: To hire Highly Qualified staff.

Annual Performance Objective: To retain staff for more than one year.

Projected Timeline	Initiatives/Strategies/Activities	Sp. Pop.	Person (s) Responsible	Resources Budget / Human	Evaluation	
					Formative	Summative
8/2016-6/2018	<p>EMPLOYMENT, ASSIGNMENT, EVALUATION</p> <ul style="list-style-type: none"> • Recruit, hire, assign, train, and evaluate teaching personnel to the area in which they are Highly Qualified and certified. • Conduct a Highly Qualified evaluation annually to ensure the 100% distribution of Highly Qualified personnel on all campuses. • Annually evaluate all district personnel. • Hire trained substitute teachers. <ul style="list-style-type: none"> - Secretary to contact all subs - Offer substitute teacher training. - Prepare a handbook of sub teacher guidelines 	All	<p>Supt., Principal</p> <p>Supt.</p> <p>Supt., Principal</p> <p>Supt., Principal</p>	<p>Federal, state, local</p> <p>Local</p> <p>Local</p> <p>Local</p>	<p>Master schedule</p> <p>TEA Highly Qualified Report</p> <p>Job Descriptions & evaluations</p> <p>Personnel records, log of subs hired, substitute teacher handbook</p>	<p>Master Schedule</p> <p>End of year HQ report</p> <p>End of year evaluation system</p> <p>End of year evaluation report on sub effectiveness</p>

Ten Components of a School-wide Program (Title 1)

1. COMPREHENSIVE NEEDS ASSESSMENT

A comprehensive needs assessment of the entire campus that is based on information, which includes the achievement of students in relating to the state academic content standards and the state student academic achievement standards.

2. REFORM STRATEGIES

School-wide reform strategies that provide opportunities for all students to meet the state's proficient and advanced levels of student academic achievement; and use effective methods and instructional strategies that are based on scientifically based research that strengthens the core academic program in the school, increases the amount and quality of learning time, such as extended school year, before and after-school programs and summer programs to provide enriched and accelerated curriculum, and includes strategies for meeting the needs of historically underserved populations.

3. INSTRUCTION BY HIGHLY QUALIFIED TEACHERS

Qualified instructional staff will be equipped to meet state's achievement standards.

4. HIGH-QUALITY PROFESSIONAL DEVELOPMENT

In accordance with section 1119 and section 1114(a)(4), high quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate pupil services personnel, parents, and their staff to enable all children at the campus to meet the state's student academic achievement standards.

5. STRATEGIES TO ATTRACT HQ TEACHERS

Strategies to attract high-quality highly qualified teachers to high-need students

6. STRATEGIES TO INCREASE PARENT AND FAMILY ENGAGEMENT

Strategies to include parent and family engagement in accordance with section 1118, such as family literacy services.

7. TRANSITION

Plans for assessing preschool children in the transition from early childhood programs, such as Head Start, Early Reading First, or a state run preschool program, to local elementary school programs.

8. TEACHER DECISION-MAKING REGARDING ASSESSMENTS

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 in the overall instructional program.

9. EFFECTIVE AND TIMELY ASSISTANCE TO STUDENTS

Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b)(1) must be provided with effective, timely additional assistance which shall include measures to ensure that students' disabilities are identified on a timely basis and to provide sufficient information on which to base effective assistance.

10. COORDINATION AND INTEGRATION

Coordination and integration of federal, state, and local services and programs, including programs supported under this act, violence prevention, nutrition, housing, Head Start, adult education, vocational and technical education, and job training. [P. L. 107-110, Section 1114(b)(1)].