



FRUITVALE
INDEPENDENT SCHOOL
DISTRICT

2008-2009 District Improvement Plan

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FRUITVALE ISD MISSION STATEMENT

It is the Educational Directive of the Fruitvale Independent School District to provide a quality education for every child, preparing them to take their place as a responsible citizen in an ever changing future. Education extends far beyond the mere passing along of facts and figures, but rather it is the process by which factual knowledge is transformed into wisdom. It is this process to which Fruitvale ISD dedicates itself.

FRUITVALE ISD IMPROVEMENT PLAN 2008-2009

Fruitvale ISD is a Title I Schoolwide District. The expanded opportunities in Title I for schoolwide programs are designed to assist schools to raise the achievement of all children, but especially the poor, low-achieving, migrant, neglected, at risk of dropping out, and limited-English-proficient children.

Under Section 1114(b)(1), a schoolwide program **must** include the following 10 components, addressing the needs of all children:

1. A comprehensive needs assessment of the entire school that is based on information on the performance of children in relation to the State content (TEKS) and student performance standards (TAKS).
2. Schoolwide reform strategies that—
 - Provide opportunities for all children to meet the State's proficient and advanced levels of student performance.
 - Use effective methods and instructional strategies that are based on scientifically based research that—
 - strengthen the core academic program in the school;
 - increase the amount and quality of learning time, such as providing extended school year, before-and after-school, and summer -school programs, and help provide an enriched and accelerated curriculum; and
 - include strategies to meet the educational needs of historically under-served populations (mentioned above), including girls, and women.
 - Address the needs of all children in the school, but particularly the needs of children 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, which may include—
 - Counseling, pupil services, and mentoring services;
 - college and career awareness and preparation, such as college and career guidance, personal finance education, and innovative teaching methods, which may include applied learning and team-teaching strategies; and
 - The integration of vocational and technical education programs: and

Address how the campus will determine if such needs have been met; and
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Are consistent with, and are designed to implement, the State and local improvement plans, if any.

3. Instruction by highly qualified teachers.

4. High-quality, ongoing **professional development** for teachers, principal, 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 highly qualified 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 performance 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 shall be provided with effective, timely additional assistance, which shall include measures to ensure that students' difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
 10. Coordination and integration occurs between federal, state, and local services and programs, including programs under NCLB, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.
- To the extent the school determines it to be feasible using Part A funds, periodic training for teachers in how to identify difficulties and to provide assistance to individual students.
 - For any student who has not met the standards, teacher-parent conferences.

THE DISTRICT PLAN SHALL ALSO INCLUDE THE NINE COMPONENTS THAT APPLY TO SCHOOL IMPROVEMENT, STAGE 1.

The plan shall –

1. incorporate scientifically based research strategies that strengthen the core academic program in schools
2. identify actions that have the greatest likelihood of improving the achievement of participating children in meeting the state's student academic achievement standards
3. address the professional development needs of the instructional staff serving the agency by committing to spend not less than 10 percent of the Title 1, Part A funds for each fiscal year in which the agency is identified for improvement for professional development, excluding funds reserved for professional development under section 1119
4. include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with adequate yearly progress
5. address the fundamental teaching and learning needs in the schools of that agency, and the specific academic problems of low-achieving students, including a determination of why the district's prior plan failed to bring about increased student academic achievement
6. incorporate, as appropriate, activities before school, after school, during the summer, and during an extension of the school year
7. specify the responsibilities of the SEA and the district under the plan, including specifying the technical assistance to be provided by the SEA and the district's responsibilities under 1120A
8. include strategies to promote effective parental involvement in the school
9. be implemented expeditiously, but not later than the beginning of the next school year after the school year in which the district was identified for improvement.



FRUITVALE INDEPENDENT SCHOOL DISTRICT

Site Based District Improvement Team

Bill Boyd, Superintendent
Rebecca Bain, Curriculum Director
Susan McCann, Business Manager
Shely Boyd, District Counselor
Rhonda Goode, Parent Representative
Valarie White, Parent Representative
Twyla Hansen, Parent Representative
Jackie King, Community Representative
Judy Edwards, Community Representative
Shirley Lundberg, Community Representative

JR High/High School

Matt Tyner, Principal
Gayla Byrd, Teacher
Rebecca Tuerk, Teacher
Julie Goodson, Teacher
Debbie Carnes, Teacher
LaQuita Zenkner, Non-Teaching Professional

Hallie Randell Elementary

Peggy Brumit, Principal
Amanda Masterson, Teacher
Alynda Davis, Teacher
Leslie Joslin, Teacher
Ann Smith, Teacher
Kelly Brown, Teacher



COMPREHENSIVE NEEDS ASSESSMENT 2008-2009

The following information sources provided the data for our comprehensive needs assessment. An in-depth review and disaggregation of data led to the development of the goals, objectives, and strategies included in this Plan of Action:

- Texas Assessment of Knowledge and Skills (TAKS)
- TAKS Benchmarks (DMAC)
- Longitudinal AEIS Data
- AYP District Data Results
- PBMAS District Analysis Data
- Reading Proficiency Test in English (RPTE)
- Reading Fluency Assessment (DIBELS)
- Program Evaluations
- Staff Development Needs Survey
- Paraprofessional Training
- Parent Surveys
- Texas Primary Reading Inventory
- Number of certified staff
- Attendance Reports/Data
- Dropout Rate, Graduation/Completion Rate
- SSI Requirements

Needs Assessment Committees

Curriculum & Instruction	Attendance	Technology	Staff Development	Safe/Orderly Environment	Parental Involvement
Rebecca Bain	Peggy Brumit	Susan McCann	Matt Tyner	Bill Boyd	Shely Boyd
Gayla Byrd	Julie Goodson	Rebecca Tuerk	Kelly Brown	LaQuita Zenkner	Debbie Carnes
Amanda Masterson	Alynda Davis	Leslie Joslin	Rhonda Goode	Ann Smith	Twyla Hansen
Judy Edwards	Valarie White	Shirley Lundberg		Jackie King	

2008–2009 DISTRICT GOALS FOR FRUITVALE ISD:

Goal #1: Academic performance by Fruitvale ISD students will continue to improve to meet or exceed state standards in all areas reported on AEIS.

Goal #2: School attendance by Fruitvale ISD students will continue to improve and exceed 97% attendance.

Goal #3: Fruitvale ISD will more fully integrate technology into the instructional program.

Goal #4: Fruitvale ISD will promote high quality, ongoing professional staff development and strategies to maintain highly qualified teachers.

Goal #5: Fruitvale ISD will employ strategies to create a safe and orderly environment for all students.

Goal #6: Fruitvale ISD will promote strategies to strengthen parental and community involvement.

All performance goals identified in the NCLB legislature have been adopted by the district and are reflected in this Plan of Action.

FRUITVALE ISD TAKS RESULTS

Fruitvale ISD TAKS Spring 2008

	Grade 3 % met standard	Grade 4 % met standard	Grade 5 % met standard	Grade 6 % Met Standard	Grade 7 % Met Standard	Grade 8 % Met Standard	Grade 9 % Met Standard	Grade 10 % Met Standard	Grade 11 % Met Standard
Reading/ELA									
State Average	89%	85%	85%	94%	88%	95%	87%	89%	91%
Fruitvale-All Students	95%	77%	100%	83%	88%	82%	86%	81%	96%
African American									
Hispanic									
White	95%	74%	100%	82%	88%	86%	89%	81%	95%
Economically Dis.	91%	73%	100%	70%	87%	71%	92%	69%	91%
Asian									
Math									
State Average	85%	87%	86%	83%	80%	79%	64%	66%	80%
Fruitvale-All Students	82 %	91%	100%	83%	85%	74%	59%	68%	80%
African American									
Hispanic									
White	80%	89%	100%	82%	84%	69%	58%	68%	75%
Economically Dis.	91%	91%	100%	70%	93%	75%	62%	62%	89%
Asian									

Writing									
State Average		93%			93%				
Fruitvale-All Students		95%			88%				
African American									
Hispanic									
White		95%			88%				
Economically Dis.		91%			93%				

	Grade 3 % Met Standard	Grade 4 % Met Standard	Grade 5 % Met Standard	Grade 6 % Met Standard	Grade 7 % Met Standard	Grade 8 % Met Standard	Grade 9 % Met Standard	Grade 10 % Met Standard	Grade 11 % Met Standard
Science									
State Average			82%			69%		65%	81%
Fruitvale-All Students			100%			79%		68%	71%
African American									
Hispanic									
White			100%			75%		68%	80%
Economically Dis.			100%			75%		53%	55%
Social Studies									
State Average						91%		89%	95%
Fruitvale-All Students						84%		90%	96%
African American									
Hispanic									
White						81%		90%	95%
Economically Dis.						75%		87%	100%

CURRICULUM

&

INSTRUCTION

**FRUITVALE ISD
DISTRICT IMPROVEMENT PLAN
2008-2009**

<p>DISTRICT GOAL No. 1: Academic performance by Fruitvale ISD students will continue to improve to meet or exceed state standards in all areas reported on AEIS.</p>				
<p>STRATEGY FOR GOAL: To encourage a higher performance standard in all areas of academic skills Pre-Kindergarten through grades 12.</p>				
<p>SUMMATIVE EVALUATION: Improved percentage of students passing all required portions of TAKS and any other required alternative testing.</p>				
STRATEGY ACTIVITIES/INITIATIVES	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
<p>A. Provide a challenging differentiated curriculum for identified students to reinforce skills needed for commended performance of Gifted/Talented students to achieve academic recognition on the TAKS. (swc 2a,8)</p> <ul style="list-style-type: none"> • Field trips • Incentives for Commended Performance 	<p>Teachers Principals</p>	<p>TAKS specifications. G/T Funding</p>	<p>Monitor three times a year</p>	<p>Results on Benchmarks and related materials</p>
<p>B. Provide students who perform unsuccessfully on TAKS Reading/Math Performance, Sp.Ed. sub group, district wide with targeted TAKS tutorials during the 2008-2009 school</p>	<p>Teachers Principals</p>	<p>State Comp. Funds - payroll District: Elementary: \$50,735 (1.2 FTE's) Junior High \$12,387</p>	<p>Monitor at 3-6 week progress period January – May</p>	<p>TAKS Scores will meet state standards Improvement on Benchmarks</p>

<p>year. (swc 2,8,9) (SIP 2,4,6)</p> <ul style="list-style-type: none"> • Study Island, online tutorial programs / A+ Program 		<p>(.24 FTE's) High School \$17,185 (.63 FTE's)</p>		
<p>C. Provide identified students with appropriate instruction and curriculum by the student intervention team and determine why the student failed to meet state standards. (swc 2) (SIP 5) *Use SWATT and TIER II Methods</p>	<p>Diagnostician Teachers Principal</p>	<p>Title Funds</p>	<p>Six weeks marking period</p>	<p>Lesson Plans Modification logs, grades, Benchmarks, TAKS testing results</p>
<p>D. Provide Sp. Ed. Students with appropriate modified instruction and curriculum as determined by the ARD committee in the least restrictive environment to ensure students meet or exceed AYP standards. (CAP) (swc 2c) (SIP 2,4,5)</p>	<p>Teachers Resource Teacher Principal</p>	<p>Sp. Ed. Funds VZ Sp.Ed. Co-op</p>	<p>Monitor each 3-6 weeks progress period</p>	<p>Improved Benchmark scores Documentation of student mastery level on six-week grade reports.</p>
<p>E. Provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, Special Ed, ESL, Economically Disadvantaged and At-Risk students. (swc 2c,d, 9)</p> <ul style="list-style-type: none"> • Inclusion • Tutorials • Intervention 	<p>Principals Teachers</p>	<p>Title Funds SP. Ed. Funds ESL Funds Compensatory Funds District: Elementary \$50,735 (1.2 FTE's) Junior High \$12,387 (.24 FTE's) High School \$17,185 (.63 FTE's)</p>	<p>Monitor each six weeks</p>	<p>Utilize SWATT Interventions Teachers monitor student performance periodically and evaluate student progress. Benchmark results Modification logs Parent Surveys</p>

<p>F. Utilize Title I school-wide Computer Labs/ Mobile Carts for individual needs. (swc 2,9)</p> <ul style="list-style-type: none"> • A+ • Study Island 	<p>Teachers Principal</p>	<p>Title Funds Grant Funds</p>	<p>Each six weeks</p>	<p>Documentation of student mastery level on grade reports. TAKS Results Odyssey Reports</p>
<p>G. Utilize cross-curriculum and vertical team meetings to share TAKS strategies and opportunities to analyze test data to identify student weaknesses. (swc 1,8,9)</p> <p>*DMAC State Assessment and Tekscore data</p>	<p>Curriculum Director Elementary Principal Secondary Principal All Teachers</p>	<p>ESC Contract Title Funds</p>	<p>August October January May</p>	<p>Chart individual student growth in Benchmarks and Six Weeks Reports</p>
<p>H. Use TAKS format on Benchmark tests to help develop and administer custom benchmarks. (swc 1,2,8)</p>	<p>Principals Teachers Curriculum Director Counselor</p>	<p>Released TAKS/ SDAA</p>	<p>October January March</p>	<p>Benchmark Testing will indicate TEKS/TAKS objectives to be targeted that will increase student performance on TAKS test</p>
<p>I. Incorporate computer software programs into the curriculum to emphasize TAKS objectives. These programs will be accessible in all reading and math classrooms throughout the district. (swc 2)</p>	<p>Curriculum Director Principals Counselor Teachers</p>	<p>Computer Programs already in place.</p>	<p>Each six weeks</p>	<p>Improved test scores on TAKS</p>
<p>J. Use Accelerated Reader Program to expand reading skills. (Grades 1-12) (swc 2b,9)</p>	<p>Teachers Principals</p>	<p>Local Funds State Comp Funds District: \$ 2295 (765)</p>	<p>Each Six Weeks/ELM</p>	<p>Increase in number of books read Improvement in six</p>

<p>K. Identify all student reading levels and skill deficits using the STAR assessment program. (swc 2b,9)</p>	<p>All Teachers Librarian Instructional Aides</p>	<p>per campus) Accelerated STAR program/software</p>	<p>Each six weeks</p>	<p>weeks grades and benchmarks Test scores on TAKS Reading. Reports indicating student increased reading levels</p>
<p>L. Provide educational programs for 3 and 4 year olds and components of School Integration Plan. (swc 2,3,10)</p> <ul style="list-style-type: none"> • Head Start / PreK • Local Day Care Facilities 	<p>Superintendent Elem. Principal Teachers Instructional Aides</p>	<p>Region VII ESC State Comp. Funds \$52,690 1.5 FTE's Pre-K Grant Head Start Title Funds</p>	<p>August October January May</p>	<p>Parent Surveys</p>
<p>M. Provide Reading class to all 6th and 7th grade students. Also, a reading class will be offered to 8th students as an elective to address the needs of students at risk. (swc 2,3,9) (SIP 2,5)</p>	<p>Principal</p>		<p>Monitor each six weeks</p>	<p>Improved Benchmarks and TAKS scores</p>
<p>N. Personal Graduation Program: Analysis of AEIS data to improve student performance and create records and individual plans for students who did not pass a portion of TAKS. (SIP 2,4)</p>	<p>Counselor Principals Teachers</p>	<p>DMAC/ PGP Software-Region VII ESC</p>	<p>August November February May</p>	<p>Students will pass all portions of TAKS</p>

<p>(swc 2c,d,8)</p> <p>O. Utilize ethnic subpopulation report to identify student needs. (swc 1, 2c,d,8,9)</p> <p>P. Disaggregate TAKS data to identify difficulties and provide staff development training based on scientifically based research strategies to strengthen core academic subjects. (swc 1) (SIP 1,2,3) Establish:</p> <ul style="list-style-type: none"> • Best Practices • Interventions <p>Q. PBMAS: Analyze documents for areas of improvement. (swc 1,2,9)</p> <ul style="list-style-type: none"> • Student Intervention Teams • Continued Staff Development <ul style="list-style-type: none"> *DMAC * ARD Decision Making * TAKS/Benchmarks *Utilize Tier II Resources <p>(SIP 2,3,4,5)</p>	<p>Curriculum Director Principal Teachers</p> <p>Superintendent Curriculum Director Principals</p> <p>Superintendent Curriculum Director Principals CIP Team</p>	<p>DMAC TPRI/Tejas Lee Region VII ESC</p> <p>Region VII ESC Title 1 State Schoolwide Initiative</p> <p>Training Materials Local Funds Special Ed funds</p>	<p>August January May</p> <p>August May</p> <p>October</p>	<p>Student improvement on TAKS and Benchmarks</p> <p>Student improvement: Reporting periods Benchmarks AEIS report</p> <p>Attendance records at curriculum meetings, requisitions for materials, Benchmark</p>
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R. Review current CATE program. (swc 2, 10)	Superintendent Curriculum Director HS Principal Region VII contact	CATE Funds	November March	Proposal for implementation of updated program for 07-08.
S. Review Optional Extended Year Program (OEYP). (swc 1,9)	Superintendent Curriculum Director Principals	OEYP Funds ARI/AMI Funds	June	Decrease in student retention Parent Survey
T. Utilize services and training provided by the Region VII Service Center. (swc 4)	Superintendent Curriculum Director All Staff	Contract with service center	August-June	Number of staff members attending training
U. Ensure successful transition from Head Start /PreK/K to Elem, Elem to Middle, Middle to HS. Who are advancing to next level. (swc 2,7)	Principal	Local Funds	August 2007	70% of Kindergarten students passing Readiness Decrease retention at 6 th and 9 th Grades
V. All teachers will use a scope and sequence document for their classes	Curriculum Director Teachers Principals		Revised Yearly	TAKS and Benchmark Improvement Alignment with Lesson Plans

ATTENDANCE

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2008-2009

DISTRICT GOAL No 2: During the 2008-2009 school year, Fruitvale School District attendance will increase to 97%.				
STRATEGY FOR GOAL: Improve student attendance at all grade levels district wide.				
SUMMATIVE EVALUATION: Results of student attendance at the end of year 2008-2009 will indicate improved student performance in areas such as dropout, increased completion rate, and improved TAKS scores.				
STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
<p>A. Continue attendance improvement programs at each campus</p> <ul style="list-style-type: none"> • Offer rewards and incentives 	Principals Committee members	Local Funds Letters Awards	Each six weeks	Daily Attendance Records, Early Checkout Records, Response to Incentives
<p>B. Procedures:</p> <ul style="list-style-type: none"> • On the second consecutive absence the school will contact the parent inquiring about the student. • Principal Warning Letter-3 unexcused/10 excused • Superintendent Letter-5 unexcused/15 excused <p>(swc 2)</p>	Superintendent Secretary Principal Counselor Teachers	Telephone Log Local Funds	Daily	Documentation records kept of contact to parents & Guardians.
C. Host periodic attendance contests between grade levels,	Secretary Principals	Local Funds Incentives and	January May	Attendance Summary Reports by

classes and students. (swc 2)	Teachers	Supplies Attendance Records Posters, Banners, Bulletin Boards		grade levels, classes and students.
D. Work cooperatively with the Justice of the Peace to address compulsory attendance requirements. (swc 2)	Superintendent Principal Secretary	Local Funds Attendance Records, County Court System, Parents	Daily	Documentation kept of compulsory attendance letters sent to parents.
E. Review and update legal and local policies concerning attendance. (swc 2, 6)	Superintendent Principals District Committees	Local Funds	August January May	Completion of attendance of handbook
F. Encourage attendance by providing alternative setting in AEP for students who violate the Student Code of Conduct. (swc 2)	Principal	Compensatory Funds \$13,330 District Junior High \$6665 High School \$6665	Monitor monthly	Number of students participating
G. Decrease dropout rate through increased attendance. (swc 2)	Principals Counselor Secretary			Number of students targeted
H. Promote parent awareness of the importance of maintaining daily attendance.	Principals Counselor	Student Handbook Newsletter	Monitor Quarterly	Improved attendance rates

I. Attendance Software: RSCCC to aide in consistent and accurate record keeping.	Secretaries PEIMS Coordinator Principals		Monitor Monthly Monitor daily	Attendance Reports
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TECHNOLOGY
EDUCATION

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2008-2009

DISTRICT GOAL No 3: Fruitvale will more fully integrate Technology into the instructional program.

STRATEGY FOR GOAL: Encourage teachers and students to incorporate technology into every subject's curriculum.

PERFORMANCE OBJECTIVE: Expand the technology plan to provide continued services and assistance to meet the needs of all students.

SUMMATIVE EVALUATION: Improved student performance on TAKS through integration of technology in the classroom.

STRATEGY	PERSON(S)	RESOURCE	TIMELINE	FORMATIVE
ACTIVITIES/ACTIONS	RESPONSIBLE	ALLOCATION		EVALUATION
A. Provide teachers and staff continuous technology training. (swc 2, 4)	Technology Coord. Principals	Title	August January April	Teacher surveys Improvement on TAKS score
B. Utilize computer labs at each campus to enable students and teachers accessibility to technology. (swc 2, 4)	Principal Counselor, teachers	Computer Lab	Each Six Weeks	Completion of installation of labs. Improvement on TAKS scores
C. Integrate technology into core courses. (swc 2)	Principals Teachers	Local Funds	Each Six Weeks	Lesson plans Academic Products
D. New staff training in all areas of DMAC- to assess student performance on AEIS for all student populations including performance	Technology Staff Curriculum Director Principals Teachers	Region VII ESC Curriculum Director	October January May	Student improvement on Benchmarks with specific targeted TEK objectives

measures for special needs population. (swc 1,2,4)	Para-Professionals Region VII contact			
E.Support cross-curriculum training between CATE and core content teachers. (swc 2,10)	Curriculum Director Principal		January May	Increased student performance
F. Upgrade and maintain computers/technology in the district. <ul style="list-style-type: none"> • Provide projector screens for all classrooms • Elmos • Graphing Calculators 	Superintendent Technology Staff	Local Funds TIP Grant REAP Grant Technology Allotment	October January May	Increased number of teachers utilizing tech Improved student performance
G. Provide prompt and adequate technological support for staff members as well as training.	Technology Staff		October January March	Staff surveys
H.Continue the use of networked automated E-mail system and Website to communicate with district employees, parents, and the community. (swc 2,6)	Superintendent Technology Staff		January May	Increase in staff communication by e-mail
I. Evaluate instructional software for all campuses used for acceleration and tutorial of students at-risk. (swc 2,8)	Curriculum Director Principals Teachers		August Daily, as needed Monitor Daily	Number of participants
J. Utilize Distance Learning lab for staff development, college courses,	Principals Curriculum Director Teachers	Tip Funds	All year	Number of participants and trainings.

dual credit courses, instruction etc.				
<p>K. Upgrade equipment and infrastructure to support online testing and technology TEKS. Purchase new computers</p>	<p>Superintendent Business Manager Computer Technician</p>		<p>August and January</p>	<p>Online Testing and Speed of Network</p>
<p>L. United Streaming Videos and Curriculum training and use school-wide.</p>	<p>Curriculum Director Teachers</p>		<p>August- May</p>	<p>Classroom usage and time utilized on United Streaming.</p>
<p>M. K-8 training and implementation of technology TEKS for 8th grade technology reporting requirements.</p>	<p>Curriculum Director Teachers</p>		<p>August- May</p>	<p>Sign In sheet for training and teacher implementation according to lesson plans. Test results</p>
<p>N. Plan for Technology Certification for all teachers.</p>	<p>Technology Director Curriculum Director Superintendent Principals</p>		<p>January</p>	<p>Administration Meeting agenda</p>

STAFF DEVELOPMENT

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2008-2009

DISTRICT GOAL No 4: Fruitvale I.S.D. will promote high quality, ongoing professional staff development and strategies to maintain high quality teachers and increase the percentage of highly qualified core academic subject area teachers on each campus to meet 100% by end of 2008-2009, or later if applicable exception².

Objective 1 - Increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to meet 100% by end of 2008-2009, or later if applicable exception²

Objective 2 - Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to meet 100% by end of 2008-2009, or later if applicable exception².

Objective 3 - Increase the percentage of teachers receiving high-quality professional development on each campus to meet 100% by end of 2007-2008.

Objective 4 - Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-HQ teachers.

Objective 5 - Attract and retain highly qualified teachers¹.

Objective 6 - Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

STRATEGY FOR GOAL: Provide quality staff development for teachers, principals, paraprofessionals, parents, and other staff.

PERFORMANCE OBJECTIVE: Provide on-going staff development that will ensure 70% of students in each student group will meet or exceed expectations in the Texas Assessment of Knowledge and Skills.

SUMMATIVE EVALUATION: Improved scores on TAKS Math, Reading, Science, and Social Studies.

STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
A. Provide staff development opportunities for all staff members. • TBSI • Confidentiality	Curriculum Director Principals Counselor		January April May	Teacher Participation Decreased number of discipline referrals
C. GT training and updates for staff members. *Cluster trainings *Local	Curriculum Director Teachers Principals	Region VII ESC	August January May	Service Record from ESC

<p>(swc 2)</p> <p>D. Each campus will be given annual staff development sessions relevant to the use of technology in classroom instruction and use of available technological resources. (swc 4)</p>	<p>Technology Staff Curriculum Director Principals</p>		<p>September January May</p>	<p>Attendance log</p>
<p>E. Continual teaming to establish vertical alignment and TEK/TAKS correlation. (swc 1,2,8)</p>	<p>Curriculum Director Principals</p>	<p>Region VII ESC</p>	<p>October January April May</p>	<p>Agendas Attendance logs Improved student performance</p>
<p>F. Provide staff development training to support effective programs/strategies:</p> <ul style="list-style-type: none"> • Modifications in the classroom • Dyslexia • ESL • Title 1 • Diversity/Differentiation <p>(swc 2,4,8)</p>	<p>Curriculum Director Special Ed Teachers Principal Counselor SSA</p>	<p>Region VII ESC</p>	<p>August October January February April</p>	<p>Attendance logs Improved student performance</p>
<p>G. Maintain the percentage of highly qualified teachers in core academic areas. (swc 3)</p>	<p>Superintendent Curriculum Director Principals</p>	<p>Region VII ESC</p>	<p>August-May</p>	<p>HQ Reports</p>
<p>I. Strive to provide incentives to</p>	<p>Superintendent</p>	<p>Region VII</p>	<p>May 2008</p>	<p>HQ Teacher Reports</p>

<p>attract highly qualified teachers. (swc 5)</p> <ul style="list-style-type: none"> • Provide lunch to employees at no cost • Increase pay above state scale • Participate in job fairs • Post jobs at Region VII website • Stipend for High Need areas of Math and Science at JH/HS level 	<p>Curriculum Director Campus Principals</p>			<p>TAKS data</p>
<p>J. Administer needs assessment survey to determine staff development. (swc 4)</p>	<p>Curriculum Director</p>	<p>Region VII ESC</p>	<p>May</p>	<p>Completed analysis report</p>
<p>K. Provide mentor training for teachers serving as mentors. (swc4)</p>	<p>Curriculum Director Principals</p>	<p>Region VII Universities</p>	<p>Each school year</p>	<p>Evaluation of mentors at the end of school year</p>
<p>N. Provide updates on all components of DMAC:</p> <ul style="list-style-type: none"> • TEK Score • PGP • TAG • State Assessment 	<p>Curriculum Director Counselor</p>	<p>Region VII</p>	<p>October January</p>	<p>Number of participants Improved student performance on benchmarks</p>
<p>M. CPR Training and updates for designated staff.</p>	<p>Curriculum Director Nurse</p>		<p>August</p>	<p>Participation Log</p>

<p>N. Provide professional development to work with parents as equal partners. (swc 4) (SIP 8)</p>	<p>Superintendent Curriculum Director Counselor Principals</p>	<p>Title 1, Statewide School Support Initiative</p>	<p>October January May</p>	<p>Increase in parent participation</p>
<p>O. CPI Training and updates for designated staff.</p>	<p>Superintendent Curriculum Director</p>	<p>VZ Co. Coop Consultant Region VII ESC</p>	<p>October March</p>	<p>Participation Log</p>
<p>O. Dating Violence Training for Teachers and Administrators</p>	<p>Curriculum Director Counselor Principals Teachers</p>		<p>August- January</p>	<p>Participation Log</p>
<p>M. Teacher Evaluation of Staff Development as to quality and relevance of sessions</p>	<p>Teacher Curriculum Director Principals</p>		<p>After each session</p>	<p>Survey of staff development event.</p>

SAFE
&
ORDERLY
ENVIRONMENT

**FRUITVALE ISD
DISTRICT IMPROVEMENT PLAN
2008-2009**

District Goal No. 5: Employ strategies to provide a safe, secure and orderly environment at school and at school-sponsored events for staff, students, parents and patrons of Fruitvale ISD.				
STRATEGY FOR GOAL: Develop prevention programs that provide for a safe and orderly environment.				
SUMMATIVE EVALUATION: Parents and students will be aware of the safe environment and there will be a decreased number of violent incidents reported on each campus.				
STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
A. Review Emergency Response Plan: HACCP EOP Shelter in Place Severe Weather Building Evacuation Site Evacuation Telephone Logs Student lists Site Off site evacuations Bus Drill (swc 10)	Superintendent Principals Teachers Counselor	Materials Local Funding	August Monitor monthly	Record of drill times, dates, state report
B. Training on Blood borne pathogens and annual CPR training. (swc 10)	School Nurse Curriculum Director	Local Funds	August October	Records of attendance
C. All visitors will check in at the office and receive a visitor's pass	Principals Secretary	Logs Local Funds	Monitor Daily Report Monthly	Records of logs maintained as

and sign the visitor's log. (swc 10)	Teachers			directed in management information system
D. Safety inspections and presentations. (swc 10)	Superintendent Principals Nurse	Agendas	Monthly	Attendance logs, completed inspection forms
E. Review Wellness policy and evaluation. (swc 10)	SHAC committee		October February May	Attendance logs
F. Provide guidance services for at-risk students. (swc 2, 9)	Counselor Principal	Local Funds Title Funds Compensatory Funds- \$ 11,705 (.21 FTE's) Each Campus \$3901 (.07 FTE's)	Monitor Monthly	Increased attendance, improved grades, and decreased dropout rate
G. Provide Bully Prevention training to students , staff, and parents.	Counselor		October	Decrease in discipline referrals Attendance logs
H. Character Education Programs	Counselor		Each six weeks	Decrease in discipline referrals
I. Evaluate the use of surveillance cameras at all gates and entry ways.	Superintendent Administrators		January 2008	Increased security
J. Annual notification and training	Nurse		August	Attendance logs

on the school Defibrillator.	Curriculum Director	No cost	All year	Periodic Checks and reminders
K. All employees be required to wear their identification badges.	Administrators	No cost		
L. Add dating violence to training and provide a safety alternative plan for students in violent situations.	Counselor		January	Records of safety plan and training.
M. Finish Security Gate	Mr. Winstead and Ag Mechanics Classes		November	Walk of Perimeter
N. Concrete Grass Area in front of gym for parking	Superintendent	Maintenance Budget	June '09	Increased Parking and Traffic Flow
O. Move Secondary Bus Pickup to South Side of School	Secondary Principal	Possible Budget Amendment	November '08	Evaluate safety of elementary students by having high school students remain on their campus.
P. Allow Pre-K Parents to use circle drive in the morning for student drop offs.	Elementary Principal		November '08	Evaluate if students are safer without slowing down bus traffic in the mornings.
Q. Identification and intake documentation of pregnant students will be completed, verified, and filed by authorized district personnel.	Counselor Nurse		August- May	Documentation filed
R. The following services will be offered each student in the PRS Program. It is not required that each	Counselor High School Principal Nurse		As needed throughout the year	CEHI logs, Counselor and nursing logs.

<p>student need or use each/every service.</p> <ul style="list-style-type: none">i. Compensatory Education Home Instruction (CEHI)ii. Counseling services if necessaryiii. Health services from the school nurse and/or certified athletic traineriv. Schedules modifications (special education students)				
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PARENTAL INVOLVEMENT

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2008-2009

District Goal No. 6: Fruitvale ISD will provide strategies to strengthen parental and community involvement.				
STRATEGY FOR GOAL: To encourage partnerships parents and the community at all grade levels.				
SUMMATIVE EVALUATION: There will be an increase in student performance as a result of attendance by parents and community members in 2008-2009.				
STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
A. Provide training for parents through a variety of formats to reinforce the importance of parent involvement in their child's education. (SIP 8)	Principals Counselor	Title 1, Statewide School Initiative Region VII	August-May	Attendance sheet Survey
B. Campus level orientations to cover policies, procedures: <ul style="list-style-type: none"> • (swc 6,10) 	Principals Counselor Teachers	Hand-out Materials	August	Number of parents in attendance
D. PASS Program – Partners Assisting Successful Students. (swc6) <ul style="list-style-type: none"> • Recruit parents to participate • Planned education and parenting programs monthly 	Teachers Principal	Local Funds	August October January April	Increased number of parents participating
E. Conduct surveys of parental involvement.	Curriculum Director Principals	Region VII Title 1, Statewide School Initiative	May	Number of parents participating

F. Progress reports for all students address concerns and progress. (swc 6)	Principal Teachers	None	Every 3 weeks	Increased student performance
G. Implement researched based Partnership Program to increase parental/community involvement. (SIP 8)	Superintendent Curriculum Director Principals	None	October January May	Number of members participating
H. Notification of Fruitvale ISD Volunteer Program.	Superintendent Principals	None	November	Number of participants
I. Parent Training Night	Head Start Teachers And Facilitators		Monthly	Number of participants
J. Bring your parent to lunch day.	Principals Cafeteria Director		November	Number participating.
Q. Bring your Grandparent to lunch day.	Principals Cafeteria Director		March	Number Participating.
M. Review parent policies: <ul style="list-style-type: none"> • Parent Compact • Parent Involvement Policy • Parent Handbook 	Principals CIT		March-April	CIT Minutes and Sign In Sheets
N. Meet the Teacher provide parents an opportunity to meet the teachers, and the teachers an opportunity to communicate expectations.	Principals and Teachers		August-September	Annual Parent Survey
O. SSI Student Success Initiative Meeting as required by law.	Principals, Teachers, Counselor, principals		September	TAKS Scores

