



FRUITVALE
INDEPENDENT SCHOOL
DISTRICT

2011-2012 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 2011-2012

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 (STAAR).
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 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 to offer 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 to offer teacher-parent conferences.

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

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 districts 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

Dr. Jennifer Jones, Superintendent
Rebecca Bain, Curriculum Director
Susan McCann, Business Manager
Gayla Byrd, District Counselor
Kim Pettiet, District Nurse
Valerie White, Parent Representative
Twyla Hansen, Parent Representative
Jackie King, Community Representative
Shirley Lundberg, Community Representative
Jerry Crane, Business Member
April Babovec, Business Member

JR High/High School

Joe Jones, Principal
Julie Hutto, Teacher
Loni Kinsey, Teacher
Deborah Carder, Teacher
Ashley Simmons, Teacher
Thomas Rucker, Teacher

Hallie Randell Elementary

Shannon Orsborn, Principal
Amanda Masterson, Teacher
Alynda Davis, Teacher
Leslie Joslin, Teacher
Tammy Plunkett, Teacher
Schuyler Longacre, Teacher



COMPREHENSIVE NEEDS ASSESSMENT 2011-2012

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.

STAAR
 CBAs (DMAC)
 Longitudinal AEIS Data
 AYP District Data Results
 PBMAS District Analysis Data
 TELPAS
 Reading Fluency Assessment (DIBELS)
 Program Evaluations
 Staff Development Needs Survey
 Parent, Teacher, and Student Surveys
 Texas Primary Reading Inventory
 Number of certified/highly qualified staff
 Attendance Reports/Data
 Dropout Rate, Graduation/Completion Rate
 SSI Requirements
 FAST report
 School Safety Audit

Needs Assessment Committees

Curriculum & Instruction	Attendance	Technology	Staff Development	Safe/Orderly Environment	Parental Involvement
Jennifer Jones	Shannon Orsborn	Susan McCann	Rebecca Bain	Joe Jones	Gayla Byrd
Alynda Davis	April Babovec	Leslie Joslin	Tammy Plunkett	Valerie White	Jackie King
Parent Member	Kim Pettiet	Deborah Carder	Shirley Lundberg	Julie Hutto	Ashley Simmons
Thomas Rucker	Amanda Masterson	Jerry Crane	Loni Kinsey	Schuyler Longacre	

2011-2012 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 AND
BENCHMARK
RESULTS

Grade	Subject	2011 Passing %	2010 Passing %	Difference from 2010-11	2011 Commended %	2010Commended %
3	Reading	82%	75%	NA	39%	27%
	Math	79%	69%	NA	39%	14%
4	Reading	79%	93%	Increased 4%	13%	33%
	Math	66%	86%	decreased 3%	21%	21%
	Writing	65%	100%	NA	5%	11%
5	Reading	100%	100%	increased 7%	37%	37%
	Math	96%	96%	increased 10%	30%	21%
	Science	93%	93%		44%	44%
6	Reading	80%	74%	decreased 20%	33%	26%
	Math	68%	78%	decreased 28%	16%	9%
7	Reading	93%	83%	increased 19%	29%	22%
	Math	82%	78%	increased 4%	14%	11%
	Writing	96%	94%	NA	14%	17%
8	Reading	95%	100%	increased 12%	37%	40%
	Math	85%	90%	increased 7%	5%	10%
	Social Studies	95%	95%		26%	25%
	Science	70%	80%		15%	20%
9	Reading	90%	100%	decreased 10%	30%	23%
	Math	50%	72%	decreased 40%	10%	4%
10	ELA	88%	88%		8%	6%
	Math	77%	82%	decreased 12%	4%	6%
	Social Studies	92%	88%	increased 5%	31%	35%
	Science	85%	82%		8%	18%
11	ELA	90%	100%	increased 1%	21%	21%
	Math	90%	84%	increased 7%	16%	5%
	Social Studies	90%	100%	increased 1%	37%	53%
	Science	74%	95%	decreased 8%	11%	32%

Grade Level	Benchmark Scores October 2010 to January 2011				April 2011 for K-2			
	Math	Math	Reading	Reading	Science	Science	Passing Social Studies	Commended
	Passing	Commended	Passing	Commended	Passing	Commended	Passing	Commended
Kindergarten	39% to 88%	14% to 65%	37% to 74%	11% to 29%				
1st grade	43% to 90%	4% to 38%	32% to 96%	5% to 74%				
2nd grade	35% to 100%	12% to 63%	54% to 88%	35% to 58%				
3rd grade	17% to 43%	3% to 13%	48% to 57%	7% to 23%				
4th grade	18% to 19%	3% to 3%	35% to 53%	5% to 17%				
5th grade	14% to 37%	3% to 4%	68% to 78%	11% to 30%	55% to 81%	3% to 30%		
6th grade	13% to 24%	0% to 6%	71% to 79%	19% to 39%				
7th grade	18% to 21%	4% to 7%	57% to 69%	12% to 21%				
8th grade	24% to 22%	0% to 0%	81% to 87%	14% to 26%	45% to 43%	0% to 4%	24% to 57%	0% to 4%
9th grade	13% to 23%	0% to 9%	83% to 95%	42% to 55%				
10th grade	15% to 33%	0% to 0%	93% to 89%	26% to 36%	48% to 43%	7% to 4%	41% to 79%	7% to 11%
11th grade	40% to 65%	5% to 0%	65% to 79%	35% to 32%	30% to 55%	0% to 0%	40% to 70%	0% to 15%

CURRICULUM
&
INSTRUCTION

**FRUITVALE ISD
DISTRICT IMPROVEMENT PLAN
2011-2012**

DISTRICT GOAL No. 1: Academic performance by Fruitvale ISD students will continue to improve to meet or exceed state and federal standards in all areas.					
STRATEGY FOR GOAL: To encourage a higher performance standard in all areas of academic skills Pre-K through grades 12.					
SUMMATIVE EVALUATION: Improved percentage of students passing all required portions of STATE Assessments and any other required alternative testing.					
STRATEGY ACTIVITIES/INITIATIVES		PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
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 STAAR. (swc 2a,8) <ul style="list-style-type: none"> • Field trips • Dual Credit • Review our District GT Plan to align with the State Plan • TSTEM Project Based Learning 		Principals GT Coordinators and Teachers	STAAR specifications. G/T Funding	Monitor after CBAs and STAAR	Results on CBAs and STAAR
B. Provide all students who perform unsuccessfully on STAAR Reading, Math, Science, and Social Studies district wide with targeted STAAR		Teachers Principals	State Comp. Funds - payroll District: \$52950 Elementary \$40631	Monitor at 3 week progress periods August – May	STAAR Scores will meet state standards Improvement on CBAs

tutorials during the 2011-2012 school year. (swc 2,8,9) (SIP 2,4,6)		(1.2 FTE) High School \$12,319 (1 FTE)		
C. Curriculum materials analyzed for each course and materials purchased for supplemental as needed.	Curriculum Director Teachers		August	STAAR Scores/ Materials list
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 and state standards. (CAP) (swc 2c) (SIP 2,4,5)	Teachers Resource Teacher Principal	ELEM Edu Jobs \$11,171 (1 FTE)	Monitor at each 3 week progress period	Improved Curriculum based assessment scores Documentation of student mastery level on six-week grade reports
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) <ul style="list-style-type: none"> • Inclusion • Tutorials • Intervention • ACE Program • RTI Programs 	Principals Teachers ACE Site Coordinator	Title Funds ELM \$58936 (2 FTE) SP. Ed. Funds ESL Funds	Monitor each six weeks	Utilize Academic Interventions Teachers monitor student performance periodically and evaluate student progress. Benchmark results Modification logs Parent Surveys
F. Utilize Title I school-wide Computer Labs, Mobile Carts and software for individual needs. Integrate Technology TEKS into core classes (swc 2,9)	Teachers Principal Curriculum Director	Grant Funds	Each six weeks	Lesson plan documentation of technology

<p>G. Utilize cross-curriculum and vertical team meetings to share STAAR instructional 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>August October January May</p>	<p>Review DMAC reports</p>
<p>H. Use STAAR format on curriculum based assessments. Use college readiness tests for students. (swc 1,2,8)</p>	<p>Principals Teachers Curriculum Director Counselor</p>	<p>Local Funds State Comp funds for testing supplies Elem \$1720 JH \$700 HS \$1100</p>	<p>October January March</p>	<p>Benchmark Testing will indicate TEKS/STAAR objectives to be targeted</p>
<p>I. Use Accelerated Reader Program to expand reading skills. Identify all student reading levels and skill deficits using the STAR assessment program. (Grades 1-8) (swc 2b,9)</p>	<p>Teachers Principals</p>	<p>Accelerated STAR program/software</p>	<p>Beginning and End of School for testing</p>	<p>Increase in number of books read Improvement in six weeks grades and CBAs Test scores on STAAR Reading.</p>
<p>J. 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 • Continue current positions for Pre-K/ Head Start 	<p>Superintendent Elem. Principal Teachers Instructional Aides</p>	<p>Region VII ESC Head Start Funds State Comp Money \$52030(1.4 FTE)</p>	<p>August-May</p>	<p>Parent Surveys</p>
<p>K. Analysis of state and federal assessment data to improve</p>	<p>Curriculum Director Principals</p>	<p>DMAC State Comp</p>	<p>August October</p>	<p>Students will pass all portions of STAAR</p>

student performance and create records and individual plans for students who did not pass a portion of STAAR. (SIP 2,4) (swc 2c,d,8)	Teachers	Title Funds \$4525 Contracted Services \$9168.11 (.125 FTE)	January May	
L. Utilize ethnic subpopulation report to identify student needs. (swc 1, 2c,d,8,9)	Curriculum Director Principal Teachers		August- May	Student improvement on STAAR and CBAs
M. Disaggregate STAAR 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: <ul style="list-style-type: none"> • Best Practices • Interventions 	Superintendent Curriculum Director Principals	Title Funds \$9168.11 (.125 FTE)	May	Student improvement: Reporting periods CBAs AEIS report
N. PBMAS: Analyze documents for areas of improvement. (swc 1,2,9) <ul style="list-style-type: none"> • Student Intervention Teams • Continued Staff Development <ul style="list-style-type: none"> *DMAC * ARD Decision Making * STAAR/CBAs *Utilize Tier II Resources (SIP 2,3,4,5)	Superintendent Curriculum Director Principals CIP Team		September	PBMAS Findings, reports in areas of need
O. Review current programs and TEKS. (swc 2, 10) <ul style="list-style-type: none"> ➤ CATE ➤ Engineering 	Superintendent Curriculum Director HS Principal		March	Proposal for implementation of updated programs.

➤ TSTEM courses and student offerings				
P. Begin ACE program for afterschool tutorials and educational extensions. (swc 1,9)	Superintendent Curriculum Director Principals ACE Site Coordinator		March	Decrease in student retention Parent Survey
Q. Ensure successful transition from Head Start /PreK/K to Elem, Elem to Middle, Middle to HS. (swc 2,7)	Principal	Local Funds	May	Parent Surveys
R. All teachers will use a scope and sequence document for their classes.	Curriculum Director Teachers Principals		Revised Yearly	STAAR and Curriculum Based Assessment Improvement/ Alignment with Lesson plans
S. Begin Learning Walks (Block Parties) to improve instructional strategies in the classrooms.	Principals and Teachers		Aug-May	Professional development offerings
T. Continue Reading Intervention Program (Read 180) for JH/HS students who struggle with reading and Reading Intervention Specialist at Elementary .	Curriculum Director Principals Teachers	Local Funds	Aug-May	Periodic CBAs to track student progress in ISAM/ TPRI/DIBELS
U. Continue Current Library Positions for District <ul style="list-style-type: none"> • Librarian • Librarian Aide 	Admin Team	Edu Jobs \$ 59,550 (2 FTEs)	March Budget	Library Usage/ AR Logs/ Library Checkout Logs
V. Continue administrative position for curriculum and instructional	Admin Team	Title Funds \$45,840.57(.625 FTE)	March Budget	All program and reporting

services, federal programs, grant writing and reporting, State and district testing, textbook coordination, Reporting and appeals for AEIS/AYP/PBM/SPP, DIT and DIP, employee credentials, staff development planning and reporting, district surveys etc.				requirements completed
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W. Rewards for all students who are commended on STAAR tests.	Admin Team	State Comp \$3000 District \$1000 ELEM \$1000 JH \$1000 HS		March Budget	STAAR Results
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ATTENDANCE

**FRUITVALE ISD
DISTRICT IMPROVEMENT PLAN
2011-2012**

DISTRICT GOAL No 2: During the 2011-2012 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 2011-2012 will indicate improved student performance in areas such as dropout, increased completion rate, and improved STAAR scores.				
STRATEGY ACTIVITIES/ACTIONS	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
A. Continue attendance improvement programs at each campus <ul style="list-style-type: none"> Offer rewards and incentives 	Principals Committee members	Local Funds	Each six weeks	Daily Attendance Records, Early Checkout Records, Response to Incentives
B. Procedures: <ul style="list-style-type: none"> On the third 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 (swc 2)	Superintendent Secretary Principal Counselor Teachers	Local Funds	Daily	Documentation records kept of contact to parents & Guardians.
C. Host periodic attendance contests between grade levels, classes and students. (swc 2)	Secretary Principals Teachers	Local Funds Incentives and Supplies Attendance Records Posters, Banners, Bulletin Boards	January May	Attendance Summary Reports by 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 handbook
F. Encourage attendance by providing alternative setting in AEP for students who violate the Student Code of Conduct. (swc 2)	Principal	Compensatory Funds HS \$16,047 (.38FTEs)	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 by each principal sending a letter on attendance to all students.	Principals		Monitor Quarterly	Improved attendance rates
I. Attendance Software: TxEIS to aide in consistent and accurate record keeping.	Secretaries PEIMS Coordinator Principals		Monitor Monthly Monitor daily	Attendance Reports
J. Implemented AEP on district grounds with core teachers scheduled into class to help students.	Administrative Team Teachers		Each six weeks	Budget AEP student #s

TECHNOLOGY
EDUCATION

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2011-2012

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 STAAR 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 Coor. Curriculum Director Principals		August January April	Teacher surveys Improvement on STAAR score
B. Utilize computer carts at each campus to enable students and teachers accessibility to technology. (swc 2, 4)	Principal Counselor, teachers		Each Six Weeks	Improvement on STAAR 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 measures for special needs population.	Technology Staff Curriculum Director Principals Teachers Para-Professionals Region VII contact		August October January May	Student improvement on CBAs with specific targeted TEK objectives

(swc 1,2,4)				
E. Provide new staff training on technology equipment available in classrooms (smart boards, document cameras) <ul style="list-style-type: none"> Utilize teachers as campus technology specialist to assist in training other teachers 	Curriculum Director, Principal, Teachers		At new teacher in-service	Surveys
F. Upgrade and maintain computers/technology/ software in the district. <ul style="list-style-type: none"> Provide projector screens for all classrooms Elmos Graphing Calculators Smart Boards 	Superintendent Technology Staff	Local Funds Title 1 Part A Supplies for Technology District \$8926 ELEM \$3526 JH \$2700 HS \$2700 Reap grant	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	Local Funds	August October January March	Staff surveys
H. Continue the use of networked automated E-mail system and Website to communicate with district employees, parents, students and the community. Teachers will develop web pages to increase parental awareness and communication. (swc 2,6)	Superintendent Technology Staff		Ongoing	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	Principals		All year	Number of

staff development, college courses, dual credit courses, instruction etc	Curriculum Director Teachers			participants and trainings.
K. Maintain equipment and infrastructure to support online testing and technology TEKS. Purchase new technology and add an additional T1 line.	Superintendent Business Manager Computer Technician	Local Funds Reap Grant	ongoing	Online Testing and Speed of Network
L. United Streaming Videos and Curriculum training and use school-wide.	Curriculum Director Teachers		August- May	Classroom usage and time utilized on United Streaming.
M. K-8 training and implementation of technology TEKS for 8 th grade technology reporting requirements.	Curriculum Director Teachers		August- May	Sign In sheet for training and teacher implementation according to lesson plans. Test results
N. Begin ConnectEdu College Readiness online program with high school students.	Principal, Counselor, teachers		August	All students enrolled in program with required portions completed in program.
O. TSTEM Robotics offered in the ACE program.	Teachers		August-May	Student enrollment in the program.
P. PDAS Teacher Evaluations done online through DMAC	Principals		Aug- May	Evaluations completed

STAFF
DEVELOPMENT

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2011-2012

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 2011-2012, 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 2011-2012, 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 2011-2012, 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 90% of students in each student group will meet or exceed expectations in the STAAR assessments.

SUMMATIVE EVALUATION: Improved scores on STAAR 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 in a variety of methods: <ul style="list-style-type: none"> • Local • Online • Video Conferencing 	Curriculum Director Principals Counselor	Title Funds Math/Science COOP \$3608 Video Conferencing Service \$1200 ELA/ SS COOP \$2004	January April May	Teacher Participation In staff development

<p>B. Provide Staff Development to meet State Requirements:</p> <ul style="list-style-type: none"> • Confidentiality • Paraprofessional Training • Customer Service • Science Safety Update • Bloodborne Pathogens • SPED • ESL/SLPS 	<p>Curriculum Director Teachers Principals Nurse</p>	<p>Title Funds 9168.11 (.125 FTE)</p>	<p>August January May</p>	<p>Service Record from ESC Sign In Sheets and Agendas</p>
<p>C. 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>Curriculum Director Principals</p>		<p>October January April May</p>	<p>Agendas Attendance logs Improved student performance</p>
<p>D. Continual teaming to establish vertical alignment and TEK/STAAR correlation. (swc 1,2,8)</p>	<p>Curriculum Director Special Ed Teachers Principal Counselor SSA</p>		<p>August October January February April</p>	<p>Attendance logs Improved student performance</p>
<p>E. 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 • GT • RTI <p>(swc 2,4,8)</p>	<p>Superintendent Curriculum Director Principals</p>		<p>August-May</p>	<p>Sign In Sheets and Agendas</p>

F. Maintain the percentage of highly qualified teachers in core academic areas. (swc 3)	Superintendent Curriculum Director Campus Principals	Local Funds TSTEM GRANT	May 2008	HQ Teacher Reports STAAR data
G. Strive to provide incentives to attract highly qualified teachers. (swc 5) <ul style="list-style-type: none"> • Provide lunch to employees at no cost • Increase pay above state scale • Post on TASA net and FISD website • Stipend for High Need areas of Math and Science at JH/HS level 	Curriculum Director Superintendent Principals		May	HQ Teacher Reports
H. Administer needs assessment survey to determine staff development. (swc 4)	Curriculum Director Principals		Each school year	Completed analysis of report
I. Provide mentor training for teachers serving as mentors. (swc4)	Curriculum Director Counselor		October January	Evaluation of mentors at the end of school year
J. Provide updates on all components of DMAC: <ul style="list-style-type: none"> • TEK Score • PGP • State Assessment • PDAS 	Curriculum Director		August	Improved student performance on CBAs
K. CPR Training and updates for designated staff	Curriculum Director Nurse		August	Sign In Sheet
L. Provide professional development to work with parents as equal	Curriculum Director		August	Increase in parent participation

partners. (swc 4) (SIP 8)				
M. CPI/TBSI Training and updates for designated staff.	Superintendent Curriculum Director	VZ Co. Coop	August	Participation Log
N. Child Safety Training <ul style="list-style-type: none"> Dating Violence (JH/HS) CPS (All Level) 	Curriculum Director Counselor		After each session	Participation Log
O. Teacher Evaluation of Staff Development as to quality and relevance of sessions	Teacher Curriculum Director Principals		After each session	Survey of staff development event.
P. Training for STAAR standards and curriculum based assessments. <ul style="list-style-type: none"> STEM Training UT Tyler Math Mentoring grant 	Curriculum Director Principals		Aug-May	STAAR and CBA results

SAFE
&
ORDERLY
ENVIRONMENT

**FRUITVALE ISD
DISTRICT IMPROVEMENT PLAN
2011-2012**

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 Off site evacuations Lockdowns/Evaluations (swc 10)	Principals Secretaries Teachers	Local Funding	August Monitor monthly	Record of drill times, dates and state report
B. Training on Blood borne pathogens and annual CPR training. (swc 10)	Superintendent Principals Teachers Counselor	Local Funding	August	Records of attendance
C. All visitors will check in at the office and receive a visitor's pass and sign the visitor's log. (swc 10)	Principals Secretaries Teachers	Local Funds	Monitor Daily Report Monthly	Records of logs maintained as directed in management information system

D. Annual Safety inspections and presentations. (swc 10)	Superintendent, Principals and Nurse		Superintendent, Principals and Nurse	Attendance logs completed inspection forms
E. Review Wellness policy and evaluation. (swc 10)	School Nurse		October February May	Attendance logs
F. Provide guidance services for at-risk students. (swc 2, 9)	Counselor Principals	Local Funds	Monitor Monthly	Increased attendance, improved grades, and decreased dropout rate
G. Provide Bullying Recognition/Prevention training to students, staff, and parents.	Counselor Principal		October	Decrease in discipline referrals Attendance logs
H. Character Education Programs With videos on bullying for ISS and instruction in conflict resolution.	Counselor Teachers		Each six weeks	Decrease in discipline referrals
I. Evaluate the use of surveillance cameras at all gates and entry ways. Regular review of videos.	Superintendent Principals		August and Monthly	Increased security
J. Annual notification and training on the school Defibrillator.	Curriculum Director Nurse		August	Attendance logs
K. All employees are required to wear their identification badges.	Administrators		All year	Periodic Checks and reminders
L. Add dating violence to training and provide a safety alternative plan for students in violent situations.	Counselor Principal		January	Records of safety plan and training.

M. Identification and intake documentation of pregnant students will be completed, verified, and filed by authorized district personnel.	Counselor Nurse		August- May	CEHI logs, Counselor and nursing logs.
N. The following services will be offered each student in the PRS Program. It is not required that each student need or use each/every service. <ul style="list-style-type: none"> i. Compensatory Education Home Instruction (CEHI) ii. Counseling services if necessary iii. Health services from the school nurse iv. Schedules 	Counselor High School Principal Nurse		As needed throughout the year	CEHI logs, Counselor and nursing logs.
O. Evaluate Alert Now usage	Superintendent		April	Parent Surveys

PARENTAL INVOLVEMENT

FRUITVALE ISD DISTRICT IMPROVEMENT PLAN 2011-2012

District Goal No. 6: Fruitvale ISD will provide strategies to strengthen parental and community involvement.				
STRATEGY FOR GOAL: To encourage partnerships with 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 2011-2012.				
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		August-May	Attendance sheet Survey
B. Campus level orientations to cover policies, procedures. (swc 6,10)	Principals Counselor Teachers		August	Number of parents in attendance
C. PASS Program – Partners Assisting Successful Students. (swc6) <ul style="list-style-type: none"> • Recruit parents to participate • Performances after PASS meeting 	Teachers Principal PASS Officers	Local Funds	Monthly	Increased number of parents participating
D. Conduct surveys of parental involvement.	Principal Teachers		May	Number of parents participating

E. Progress reports and Parent Portal for increased communication between parents and teachers. (swc 6)	Administrators and Teachers		Each Week by Monday the Portal is updated and three weeks for progress reports.	Increased student performance and the number of parents logging into Parent Portal.
F. Consider Programs to offer for Parents (ex. GED)	Superintendent Principals		As Needed	Number of members participating
G. Notification of Fruitvale ISD Volunteer Program.	Principals		November	Volunteer Sign In Logs
H. Bring your parent to lunch day and bring your grandparent to lunch day.	Principals Cafeteria		March-April	Number of participants
I. Review parent policies: <ul style="list-style-type: none"> • Parent Compact • Parent Involvement Policy • Parent Handbook 	Principals and Teachers		August-September	CIT Minutes and Sign In Sheets
J. Meet the Teacher provides parents an opportunity to meet the teachers, and the teachers an opportunity to communicate expectations.	Principals, Teachers		September	Annual Parent Survey
K. SSI Student Success Initiative Meeting as required by law.	Principals		September	Sign In Sheets
L. UIL Parent Meetings	Principal, UIL Director		Spring	UIL Participation and Placing
M. Coffee with the Superintendent	Superintendent		September	Participation
N. Carnival	Superintendent		April May	Participation

O. Parents/Grandparents Invited to Read or Speak to classes.	Teachers			Number of Parent/Grandparent participates.
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P. Parents invited to participate in after-school ACE program.	Teachers Site based coordinator			Number of Parent participants.
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