



MALAKOFF ISD
DISTRICT PLAN OF ACTION
2009-2010

This plan has been collaboratively developed, under the leadership of our superintendent, and by the District-Wide Improvement Team (DWIT) which represents all district stakeholders. All performance goals identified in No Child Left Behind legislation have been adopted by the district and are reflected in this Plan of Action.

The following funding sources support the objectives and strategies implemented to address the students' needs identified in this plan: Title I, IIA, IID, III, IV, VI, Special Education, State Compensatory Education, Career and Technology Education, Optional Extended Year, ARI/AMI Grant, ARRA, SFSF, ARRA Special Ed IDEA, Pre-K Expansion Grant and Local Funds

MALAKOFF ISD
District-Wide Improvement Team
2009-2010

Elected Members:

Malakoff Elementary School

Janet Ragsdale, Sp. Ed. Teacher
DeLois Bomberger, ESL Teacher
Peggy Dewberry, 1st Grade Teacher
Lisa Hebrank, GT Teacher

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Paula Conditt, 7th Grade Teacher
Sherri Jarrett, Sp. Ed. Aide

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Carrie Jackson, English Teacher
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Charollette May, 3rd Grade Teacher
Christal Northcutt, 4th Grade Teacher
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Orr Campus

Brenda Perry, Clerical Aide

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Laurie Boze, High School Counselor

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Tommy Hayes

Parent Representatives

Marcy Peach
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Co-Chairmen

John Spies, Superintendent
Sybil Norris, Assistant Superintendent

MALAKOFF INDEPENDENT SCHOOL DISTRICT

“Committed to Excellence”

DISTRICT IMPROVEMENT PLAN 2009-2010

Mission Statement: Through the collaborative efforts of educators, parents, and the community our district will provide a safe and supportive environment to ensure an exemplary educational opportunity for all students.

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- V. Malakoff I.S.D. has highly-qualified educators and outstanding scores.
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- VII. Malakoff I.S.D. has stakeholders who are united in their desire to have excellent schools.

COMPREHENSIVE NEEDS ASSESSMENT TOOLS

Student Assessments:

- Achievement Tests (ITBS)
- Texas Primary Reading Inventory (TPRI)
- Texas Assessment of Knowledge and Skills, Inclusive, Modified, and Alternate (TAKS, TAKS-I, TAKS-M, and TAKS-Alt)
- Texas English Language Proficiency Assessment System (TELPAS)
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- Teacher Observation

Teacher Assessments:

- Professional Development and Appraisal System (PDAS)
- Formal and Informal Walkthroughs
- Staff Development Survey

District and Campus Assessments:

- District/Campus Rating
- Academic Excellence Indicator System (AEIS)
- Special Education Compliance Rating
- Performance Based Management and Assessment System (PBMAS)
- Number of At-Risk Students
- Program Evaluations
- Follow-up Data of Graduates
- Comprehensive Analysis of Process/Program

Academic Performance Chart

	2006-2007					2007-2008					2008-2009**				
	Reading	Math	Writing	Soc.St.	Science	Reading	Math	Writing	Soc.St.	Science	Reading	Math	Writing	Soc.St.	Science
All	90	79	97	92	69	95	83	93	87	73	95/97	90/90	95/98	90/97	90/82
Afr.Am.	76	62	86	85	48	94	71	93	81	51	95/93	90/82	95/100	90/97	90/59
Hispanic	83	76	100	74	45	84	86	89	68	71	95/96	90/90	95/95	90/91	90/74
White	93	83	98	95	74	96	84	93	90	76	95/97	90/92	95/98	90/98	90/87
Eco. Dis	86	75	97	88	63	92	81	90	78	69	95/95	90/88	95/98	90/95	90/76
At Risk	81	61	97	85	48	88	64	92	80	52	89	77	91	95	66
ESL						50	53	100	17	17	42	40	0	50	0
GT						100	100	100	100	100	100	100	100	100	100
Sp. Ed.	86	75	97	88	63	86	89	71	80	83	83	85	100	100	89
CATE						96	79	100	93	77	97	87	100	98	84
Commended	29	20	29	29	12	31	24	18	31	20	32	25	17	38	19

* Less than 5 tested

**Goal/Actual

	04-05	05-06	06-07	07-08**
Attendance	94.1%	95.4%		95/

	05-06	06-07	07-08**
Completion Rate	90.3	93.7	95/95.5

	05-06	06-07	07-08**
Dropout Rate 7-12	2.2%	0%	0%/0%

	04-05	05-06	06-07	07-08**
Recom.Hs Program/DAP	59.3%	62.3%		75%/

	04-05	05-06	06-07	07-08**
SAT/ACT				
Tested	25.9%	45.1%		50%/
Above Criteria	40%	17.4%		25%/
Mean SAT	1074	924		1021/

*Rest of analysis will be done when we receive the 2008-2009 AEIS

EVALUATION OF DISTRICT PERFORMANCE OBJECTIVE GOALS ESTABLISHED IN 2008-2009

The District established 27 performance objective goals for the 2008-09 school year for the district as a whole for the grades and subjects tested by the Texas Assessment of Knowledge and Skills (TAKS) tests. Based on the 2008-09 TAKS results, the District met or exceeded 80% of our performance objectives goals for reading, 100% for writing, 100% for social studies, 60% in math, and 0% in science. Overall, the District met or exceeded 70% of the 27 performance objective goals. We also saw an increase in every subject, the most significant being an 11% increase in Science and a 10% in Social Studies. We met more of our established performance goals this year compared to last year.

When comparing the actual performance in the 27 subsets to last year's results, the District met or exceeded 96% of the 2007-2008 scores. Based on the 2008-2009 TAKS results, the District met or exceeded 80% of the scores from last year in reading, 100% in writing, 100% in social studies, 100% in math, and 100% in science. When comparing only the accountability subsets, we showed growth in every subject area except for African American Reading and that declined 1%. Reading, Writing and Social Studies are showing to be our strengths and show the least amount of achievement gap. Science is our lowest percentages for every subgroup.

District Improvement Plan					
District Goal 1:		All students will reach high standards, attaining proficiency or better in all TAKS-tested content areas			
Performance Objective 1:		Sustain the aligned curriculum			
Summative Evaluation:		Campus principals will review implementation and application of alignment between scope and sequence, lesson plans, and walk through data.			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
1. a Benchmarking of students will be used to determine areas of weakness and needed remediation.	Campus Principals Asst. Supt. Teachers	Researched-based assessment resources ARRA \$5,681 Title II \$6,741	ongoing	Research-based tests (i.e. released TAKS tests & CCAP)	
1. b All teachers will be provided additional training and support for improved instructional strategies.	Campus Principals and Asst. Supt.	Title II \$400 Regional Service Center Title I \$2,000 ARRA \$20,644	Aug-May	Workshop evaluation forms	
1. c Clearly define the evaluation/assessment procedures at each campus.	Campus Principals	Campus Site Based Teams Title II D \$3,118	Aug Dec May	Grading policy manuals created by each campus during August inservice	
1. d Provide a positive climate for learning to ensure success for students/staff	All administrative levels	Campus site based teams	Aug Nov Jan Mar May	Teacher retention Student achievement	
1. e Review and coordinate existing programs (Reading First & Pre-K)	All administrative levels	Campus site based teams DWIT ARRA \$92,050 RF \$68,400 PK	Aug Dec May	Minutes of review committees when needed	

1. f Provide support for the middle school staff targeting reading, writing, math, science and social studies	Asst. Supt. MS Principal & Staff	Local & State funds Title funds SFSF \$376,242	2009-2010	Science benchmark reports	
1. g Provide teachers with technology equipment to better serve all students	Tech Personnel Principals	Local & State funds ARRA \$122,972 ARRA SE/IDEA B \$55,143	Sept. Oct.	Use of projectors incorporated into lesson plans Increase in student/computer ratio	
1. h Disaggregate SE students results on benchmarks, TAKS-A, TAKS-M and TAKS and make data-driven decisions for instruction and assessment	District SE teachers Campus principals	ARRA SE/IDEA B \$76,323	Aug. Sept.	TAKS results TAKS-A results TAKS-M results TAKS-Alt results	

District Improvement Plan					
District Goal 2: All students will graduate from high school.					
Performance Objective 2: The district will assist at-risk students and special populations to meet rigorous standards, and accelerate high achieving students to reach their full potential.					
Summative Evaluation: Increase in the number of at risk students completing high school and decreased number of students in restricted environments					
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
2. a Provide additional opportunities for vocational and educational training for pre and post high school by offering dual credit courses and courses geared to obtain certifications/career advancement	Secondary Principals Higher Ed Coord HS Counselor CATE teachers	TVCC HS Allotment \$54,258	Aug Jan May	Student grade reports Number of students enrolled	
2. b All teachers will be provided inservice training on modification strategies.	Coordinator of Curriculum Principals	Local funds	Oct Feb	Increased success of students requiring modifications Use of CM, Inclusion, & Odesseyware	
2. c Implement RTI strategies and Inclusion needs and practices	RTI Team Principals Teachers	Intervention Teachers Supplemental materials	Aug-July	Benchmark scores Class grades TAKS scores TPRI	

District Improvement Plan					
District Goal 3: conducive to		All students will be educated in learning environments that are safe, drug-free and learning.			
Performance Objective 3: productive		All members of the school community will participate in providing a safe, orderly and environment.			
Summative Evaluation:		Reduction in the number of reportable instances of discipline on PEIMS 425 report. Improved student attendance rates			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
3. a District SHAC will continuously monitor district safety measures and report to the DWIT any areas of concern	District nurse	Title IV	Monthly	SHAC minutes	
3. b Student handbooks and code of conduct will be updated to include issues addressed in the legislative session regarding safety, as well as other student issues.	District nurse Asst. Supt. Principals	Campus funds	Aug	Returned signature	
3. c Additional efforts to raise awareness of the dangers of drug use and abuse will be addressed through faculty and staff training and community programs. Help Center Programs for com-munity, parent drug awareness	District nurse Asst. Supt. Principals Counselor Community Liaison	Title IV VOICE	Aug May	Program attendance	
Complete a districtwide review of discipline procedures	Campus Principals/ Admin	Campus Improve. Teams	Aug, Dec May	Discipline management	

3. d Increase staff awareness and responsibility through training and policy of student social cruelty including harassment and bullying, violence prevention and dating violence	Asst. Supt. Principals Counselors Help Center representative	Title IV	Aug Feb	Inservice documents	
3. e Establish a clear means of communication between the school and parents/grandparents	All levels of administration	Local funds	Aug, Dec May	Increased parent responses	
3. f Promote/maintain the improved campus facilities	Administration	Local funds	Aug June	Campus facilities review	
3. g Provide outside presenters for support to parents	Principals, Teachers	Local funds	Aug June	Attendance records	
3. h The district follow and keep current its Standard Operating Procedures for Emergency Situations	Safety Committee	Local funds	Twice per semester	Change sheets in manual	
3. i Provide transportation of special needs children in a safe vehicle	Transportation Director	ARRA SE \$87,072	December 2009	Purchase order	

District Improvement Plan					
District Goal 4:		Parents will be encouraged and provided opportunities to take an active role in the school community in support of their students.			
Performance Objective 4:		Regular and consistent communication measures will be adopted to inform all stakeholders.			
Summative Evaluation:		Parent participation will increase, particularly on the secondary level.			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
4.a The district will continue working with our parents by offering additional educational and outreach activities for parents	Curriculum Coordinator Superintendent	Title VI Title I \$16,556	June Oct Dec May	Record of contacts made	
4.b Explore and experiment with ongoing communication measures for the community, such as increased opportunities for school/parent offerings	Campus leaders	Local funds	Monthly, the Tuesday following board meetings	Back to school bash attendance; response to monthly communications	
4.c Increase teacher use of and parental awareness of the district website	Technology Dept, Campus Principals	Local funds	Aug Jan	Increased web activity count	

District Improvement Plan					
District Goal 5: All students will be taught by highly qualified teachers.					
Performance Objective 5: Teacher and staff professional will participate in ongoing professional development that aligns with district and campus goals.					
Summative Evaluation: Teacher/ staff service files					
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
5. a District-wide inservice will be offered to provide clear district goals and objectives across campuses	Principal Asst. Supt. Teachers	Title II Campus Funds	Aug Sept Oct Feb	Workshop evaluation forms	
5. b Utilize state compensatory funds to support the Title I school-wide efforts	Principal Coordinator of Curriculum Teachers	SCE FTEs	Aug Dec Jan May	Benchmark testing demonstrating increased student success Increased student TAKS scores	
5. c Campus level professional development will be offered for both professional staff and paraprofessional and support staff to address campus objectives and support job specific needs.	Principal Asst. Supt. Teachers	Campus funds Title I \$9,817	Aug April May	Workshop evaluation forms	
5. d The school district will provide incentives to keep highly qualified teachers within the district.	Administration Business Office Principals	Local Funds Title II A \$1,000	Aug through July	Records of incentives offered	

District Improvement Plan					
District Goal 6:		Learners will have appropriate technological resources to support the district's educational performance goals.			
Performance Objective 6:		Provide access to technology in order to assist the district's preparation to meet academic expectations			
Summative Evaluation:		Increased use of technology in lesson plans and improved scores on State assessment			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
6. a Maintain infrastructure to provide computerized instruction	Director of Technology	District Tech Plan	ongoing	Inventory of equipment Shipping invoices of equipment	
6. b Provide students with appropriate software applications for research/inquiry and skills developemtn	Director of Technology Campus Principals	District funds Campus funds Title II Part A \$8,120 Title I \$4,200 Rural Tech \$35,284	Aug-May	Purchase order for purchase of software Record of installation of software	
6. c Train staff in the use of district software applications	Supt. Asst. Supt. Tech Staff	District network and software Region VII	Summer and Fall 2009	Schedule of training sessions	
6. d Provide teachers with projectors, digital cameras, and computers	Tech Personnel	ARRA \$122,972 ARRA SE \$55,143	Sept-March	Inventory of equipment Shipping invoices of equipment Work orders to set-up	
6. e Continue to apply for E-Rate Grant	Asst. Supt.	Region VII	January 2010	Completion of Tech Plan and Grant	

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1. e Review and coordinate existing programs (Reading First & Pre-K)	All administrative levels	Campus site based teams DWIT ARRA \$92,050 RF \$68,400 PK	Aug Dec May	Minutes of review committees when needed	

1. f Provide support for the middle school staff and students targeting reading, writing, math, science and social studies	Asst. Supt. MS Principal & Staff	Local & State funds Title funds SFSF \$376,242	2009-2010	Science benchmark reports	
1. g Provide classrooms with technology equipment to better serve all students (projectors in all classrooms; document camera per grade level)	Tech Personnel Principals	Local & State funds ARRA \$122,972 ARRA SE/IDEA B \$55,143	Sept. Oct.	Use of projectors incorporated into lesson plans Increase in student/computer ratio	
1. h Disaggregate SE students results on benchmarks, TAKS-A, TAKS-M and TAKS and make data-driven decisions for instruction and assessment	District SE teachers Campus principals	ARRA SE/IDEA B \$76,323	Aug. Sept.	TAKS results TAKS-A results TAKS-M results TAKS-Alt results	
1. i Provide support for all campuses in science by providing training, lab equipment, better facilities, and materials.	Asst. Supt. Principals	Local & State funds Title funds	2009-2010	Science TAKS results	

District Improvement Plan					
District Goal 2: All students will graduate from high school.					
Performance Objective 2: The district will assist at-risk students and special populations to meet rigorous standards, and accelerate high achieving students to reach their full potential.					
Summative Evaluation: Increase in the number of at risk students completing high school and decreased number of students in restricted environments					
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procedures					
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3. f Promote/maintain the improved campus facilities	Administration	Local funds	Aug June	Campus facilities review	
3. g Provide outside presenters for support to parents	Principals, Teachers	Local funds	Aug June	Attendance records	
3. h The district follow and keep current its Standard Operating Procedures for Emergency Situations	Safety Committee	Local funds	Twice per semester	Change sheets in manual	
3. i Provide transportation of special needs children in a safe vehicle	Transportation Director	ARRA SE \$87,072	December 2009	Purchase order	
3. j Increase staff, student, and parent awareness and responsibility through training and policy of the sexual abuse of children.	Asst. Supt. Principals Counselors Help Center Child Welfare Website http://www.childwelfare.gov/can/types/sexualabuse/signs.cfm	Local funds	Aug July	Inservice documents	

District Improvement Plan					
District Goal 4:		Parents will be encouraged and provided opportunities to take an active role in the school community in support of their students.			
Performance Objective 4:		Regular and consistent communication measures will be adopted to inform all stakeholders.			
Summative Evaluation:		Parent participation will increase, particularly on the secondary level.			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
4.a The district will continue working with our parents by offering additional educational and outreach activities for parents	Curriculum Coordinator Superintendent	Title VI Title I \$16,556	June Oct Dec May	Record of contacts made	
4.b Explore and experiment with ongoing communication measures for the community, such as increased opportunities for school/parent offerings	Campus leaders	Local funds	Monthly, the Tuesday following board meetings	Back to school bash attendance; response to monthly communications	
4.c Increase teacher use of and parental awareness of the district website	Technology Dept, Campus Principals	Local funds	Aug Jan	Increased web activity count	

District Improvement Plan					
District Goal 5: All students will be taught by highly qualified teachers.					
Performance Objective 5: Teacher and staff professional will participate in ongoing professional development that aligns with district and campus goals.					
Summative Evaluation: Teacher/ staff service files					
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
5. a District-wide inservice will be offered to provide clear district goals and objectives across campuses	Principal Asst. Supt. Teachers	Title II Campus Funds	Aug Sept Oct Feb	Workshop evaluation forms	
5. b Utilize state compensatory funds to support the Title I school-wide efforts	Principal Coordinator of Curriculum Teachers	SCE \$870,204 FTEs 10.6	Aug Dec Jan May	Benchmark testing demonstrating increased student success Increased student TAKS scores	
5. c Campus level professional development will be offered for both professional staff and paraprofessional and support staff to address campus objectives and support job specific needs.	Principal Asst. Supt. Teachers	Campus funds Title I \$9,817	Aug April May	Workshop evaluation forms	
5. d The school district will provide incentives to keep highly qualified teachers within the district.	Administration Business Office Principals	Local Funds Title II A \$1,000	Aug through July	Records of incentives offered	

District Improvement Plan					
District Goal 6:		Learners will have appropriate technological resources to support the district's educational performance goals.			
Performance Objective 6:		Provide access to technology in order to assist the district's preparation to meet academic expectations			
Summative Evaluation:		Increased use of technology in lesson plans and improved scores on State assessment			
Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
6. a Maintain infrastructure to provide computerized instruction	Director of Technology	District Tech Plan	ongoing	Inventory of equipment Shipping invoices of equipment	
6. b Provide students with appropriate software applications for research/inquiry and skills development	Director of Technology Campus Principals	District funds Campus funds Title II Part A \$8,120 Title I \$4,200 Rural Tech \$35,284	Aug-May	Purchase order for purchase of software Record of installation of software	
6. c Train staff in the use of district software applications	Supt. Asst. Supt. Tech Staff	District network and software Region VII	Summer and Fall 2009	Schedule of training sessions	
6. d Provide all classrooms with projectors, digital cameras, and computers	Tech Personnel	ARRA \$122,972 ARRA SE \$55,143	Sept-March	Inventory of equipment Shipping invoices of equipment Work orders to set-up	
6. e Continue to apply for E-Rate Grant	Asst. Supt.	Region VII	January 2010	Completion of Tech Plan and Grant	
6. f Maintain distance learning labs for instruction	Director of Technology	Rural Tech Local Funds	Ongoing	Log of use of equipment	