



J.W. Long Elementary

Campus Improvement Plan

2011-2012

Presented to the Terrell ISD School Board for Approval: Nov. 14, 2011

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J.W. Long Elementary Mission Statement

The mission of J.W. Long Elementary, a community of unique, diverse people, is to provide an exceptional learning experience in a safe, nurturing environment, challenging our students to achieve academic excellence and to be responsible, productive, and ethical members of a changing society.

Community

TISD is comprised of a socially and ethnically diverse population. Terrell is a small community; therefore, the schools remain the focal point of all stakeholders. The diversity of our community presents challenges with beliefs, cultural differences, and acceptance.

The schools remain the focus of the community; however, stakeholders each tend to look at schools through their own personal lens/viewpoint. Overall, the majority of the stakeholders remain positive about the school's ability to educate children.

**JWL Site-Based Decision Making Committee
2011-2012**

Maria Johnson	Principal
Jason Turner	Assistant Principal
Kelli Allen	Non-Teaching Professional
Katherine Goodnight-Click	Teacher Representative
Jeanette Gibbs	Teacher Representative
Luana Johnson	Teacher Representative
Jennifer Woodall	Teacher Representative
Malinda Wisdom	Parent
Ann Carraway-Bruce	Parent
E.P. Shaw	Community Representative
Patricia Jones	Community Representative
Bubba Williams	Business Representative
Brenda Mendoza	Business Representative
Lauren Johnson	Central Office Representative

Ten Components of a Title I School-wide Program

1. Conduct a comprehensive needs assessment in order to design and implement a successful campus plan.
2. Implement school-wide reform strategies that are scientifically research based.
3. Implement school-wide reform strategies.
4. Provide instruction by highly qualified staff.
5. Provide comprehensive professional development.
6. Utilize strategies to increase parental involvement.
7. Ensure smooth transition for students.
8. Include teachers in decisions regarding the use of assessments.
9. Assist students experiencing difficulties master the proficient and advanced levels of achievement standards.
10. Coordinate and integrate federal, state, and local services and programs.

2011 Preliminary District Accountability Subset

	TERRELL ISD								
	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th
R/ELA (80%)									
All St.	79	69	81	82	75	92	83	87	95
Af. Am.	67	63	75	81	63	91	76	86	91
Hispanic	77	62	78	80	75	88	82	88	94
White	88	81	90	83	87	96	88	89	99
Eco Dis.	74	63	78	81	70	91	82	85	91
Writ (70%)									
All St.	NA	76	NA	NA	91	NA	NA	NA	NA
Af. Am.	NA	61	NA	NA	89	NA	NA	NA	NA
Hispanic	NA	73	NA	NA	91	NA	NA	NA	NA
White	NA	83	NA	NA	92	NA	NA	NA	NA
Eco Dis.	NA	71	NA	NA	89	NA	NA	NA	NA
Math(60%)									
All St.	79	75	81	84	66	73	53	63	91
Af. Am.	68	61	58	78	53	64	39	49	87
Hispanic	81	74	87	86	67	71	52	67	94
White	84	74	88	85	77	80	65	73	93
Eco Dis.	77	71	78	82	61	71	49	58	90
Sci. (55%)									
All St.	NA	NA	70	NA	NA	67	NA	63	89
Af. Am.	NA	NA	54	NA	NA	51	NA	42	90
Hispanic	NA	NA	64	NA	NA	57	NA	68	89
White	NA	NA	86	NA	NA	84	NA	79	90
Eco Dis.	NA	NA	63	NA	NA	62	NA	55	86
SS (70%)									
All St.	NA	NA	NA	NA	NA	93	NA	84	98
Af. Am.	NA	NA	NA	NA	NA	89	NA	75	96
Hispanic	NA	NA	NA	NA	NA	92	NA	85	97
White	NA	NA	NA	NA	NA	96	NA	92	100
Eco Dis.	NA	NA	NA	NA	NA	92	NA	85	97

GOAL 1: The district will provide a viable curriculum and instructional program that engages all students.

Objective 1: J.W. Long student groups will meet or exceed proficiency, on all State of Texas assessments, in Reading/ELA (90%), Math (80%), Science (80%), and Social Studies (90%).

Formative: CSCOPE Unit Tests, Fluency Assessments, Running Records, Tutorial Assessments

Summative: Reading/ELA, Math, Science, and SS STAAR Scores (3-6), Texas TELPAS Scores (3-6), Oral Language Proficiency Test, State and AYP Campus Summary Data Tables, AEIS Campus Reports

(SWP #2, 3, 8, 9) (SP #1.2, 1.3)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
All teachers and administrators will implement the CSCOPE Scope and Sequence for all core subject areas.	August 2011- May 2012	*Asst. Supt. *Curriculum Coord. *Campus Admin. *Teachers *Interventionists	*CSCOPE Scope and Sequence *District Funds
All teachers will assess their students, using the CSCOPE Unit Tests, in all core academic areas. All data will be disaggregated to determine areas of weakness.	August 2011- May 2012	*Asst. Supt. *Director Test & Accountability *Curriculum Coord. *Campus Admin. * Campus Test Coordinator *Teachers	*CSCOPE Scope and Sequence
The campus principals will conduct data talks with teachers regarding student results from the CSCOPE Unit Tests to determine instructional needs of the students.	August 2011- May 2012	*Campus Admin. *Teachers	*Eduphoria AWARE *CSCOPE Unit Tests
Scanners will be used by each campus to scan and score CSCOPE Unit Tests through the Eduphoria AWARE program.	August 2011- May 2012	*Asst. Supt. *Director Test & Accountability *Curriculum Coord. *Campus Admin. * Campus Test Coord./Acad. Asst. *Teachers	*Scanners *Eduphoria AWARE *CSCOPE Unit Tests

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(SWP #2, 3, 8, 9) (SP #1.2, 1.3)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
All student instruction will be provided by Highly Qualified Teachers and Staff to engage students in learning.	August 2011-May 2012	*Executive Director of Human Resources and Student Services *Executive Dir. of Special Programs	*District Funds *State Funds *Title I Funds (\$68,956.97)
PDAS will be used to evaluate all teachers.	September 2011-May 2012	*Campus Admin. *Teachers	*PDAS Summative Evaluations
The campus will create a Comprehensive Needs Assessment to comply with all requirements for a Title I School-wide Program.	August 2011-May 2012	*Executive Dir. of Special Programs *Campus Admin. *Campus SBDM Team	*AEIS Data *Acct. Tables *AYP Data *TELPAS Data
All campus administrators and teachers are receiving training in CRISS instructional strategies to improve instructional delivery.	August 2011-May 2012	*Asst. Supt. *Campus Admin. *Teachers *Interventionists	*District Funds
Campus Intervention Teams (CIT) will monitor instruction and academic progress of students, due to the 'Year 1 Academically Unacceptable' campus rating.	August 2011-August 2012	*Asst. Supt. *External CIT *Internal CIT *Campus Admin.	*TEA *Region 10
The campus will provide intervention strategies for all student group populations, requiring improvement, in order to meet State standards and AYP.	August 2011-May 2012	*Campus Admin. *Curriculum Coord. *Teachers *Interventionists	*CSCOPE Scope and Sequence

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(SWP #2, 3, 8, 9) (SP #1.2, 1.3)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
All student subgroups will meet the 95% participation rate requirement on all State Assessment testing dates.	State Testing Calendar Days	*Dir. of Testing and Accountability *Campus Admin. *Student Services Director *ARD Committees	*Documented Attendance Records
All core area teachers will utilize collaborative planning times (PLCs) to develop common lessons, using the Madeline Hunter Lesson Cycle.	August 2011- May 2012	*Campus Admin. *Teachers	*CSCOPE Scope and Sequence *Common Planning Times *PLC Agenda
Each week Campus Administrators will conduct walkthroughs, in classrooms, providing teachers with feedback.	Weekly	*Campus Admin.	*Classrooms *T- Walkthrough Form
The Reading is Fundamental program will be utilized to promote a love of reading and provide literature students in their homes.	August 2011- May 2012	*Librarians	*RIF *Scholastic Books *Campus Funds
Technology Programs, including Read Naturally, Study Island, Accelerated Reading, Successmaker, and ELLIS will be utilized for various subject areas to provide intervention to students as well as enrichment.	August 2011- May 2012	*Asst. Supt. *Executive Dir. of Special Programs *Campus Admin. *Teachers *Interventionists	*SCE Funds (\$5,000) *Title 1 Funds *District Funds
All campus administrators and teachers are receiving training in CRIS instructional strategies to improve instructional delivery.	August 2011- May 2012	*Asst. Supt. *Campus Admin. *Teachers *Interventionists	*District Funds

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(SWP #2, 3, 8, 9) (SP #1.2, 1.3)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Tier II and III students, in accordance with RTI (Response to Intervention), will receive intervention instruction, for all four core subject areas, in order to achieve academic success.	August 2011- May 2012	*Asst. Superintendent *Executive Director of Special Programs *SPED Director *Campus Administrators *Curriculum Coord. *Teachers *Interventionists	*District Funds *Terrell ISD RTI Manual
The campus will provide before, during, and after school tutorials / accelerated reading and math instruction.	August 2011- May 2012	*Asst. Supt. *Executive Director of Special Programs *Curriculum Coord. *Campus Admin. *Interventionists	*SCE Funds (\$15,000) *Title 1 Funds
All student instruction will be provided by Highly Qualified Teachers and Staff to engage students in learning.	August 2011- May 2012	*Executive Director of Human Resources and Student Services *Executive Dir. of Special Programs	*District Funds *State Funds *Title I Funds (\$68,956.97)
The campus will create a Comprehensive Needs Assessment to comply with all requirements for a Title I School-wide Program.	August 2011- May 2012	*Executive Dir. of Special Programs *Campus Admin. *Campus SBDM Team	*AEIS Data *Acct. Tables *AYP Data *TELPAS Data

GOAL 1: The district will provide a viable curriculum and instructional program that engages all students.

Objective 2: J.W. Long will reduce the achievement gap by 5%, between 2011-2014, among student groups by providing related activities and instruction that address the various populations.

Formative: CSCOPE Unit Tests, Progress Reports, Student Grades

Summative: Reading/ELA, Math, Science, and SS STAAR Scores (3-6), TELPAS Scores (3-6), Oral Language Proficiency Tests, TOPS Assessments (Listening, Speaking, Writing), AYP Campus Summary Data Tables, Campus AEIS Reports.

(SWP# 2, 3, 7, 9, 10) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
ESL certified teachers will provide instruction to support identified at-risk students in English language acquisition and to increase their success in all core content areas.	August 2011-May 2012	*BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Campus Admin. *ESL Teachers	*District Funds *Title III Funds *Region 10
A Bilingual teacher (3 rd grade) will provide instruction to support identified at-risk students in transitioning to the English language.	August 2011-May 2012	* BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Campus Admin. *Bilingual Teacher	*District Funds *Title III Funds *Region 10
Dyslexia supplemental services, utilizing the MTA program, will be provided with additional daily reading instruction to support identified at-risk students in developing the reading skills needed to be successful in the classroom.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Campus Admin. *Dyslexia Teacher	*District Funds
Migrant services will be provided to identified migrant students, so that they may meet the State's challenging academic content standards and academic achievement standards.	August 2011-May 2012	* BE/ESL/Migrant Facilitator *Executive Dir. of Special Programs *Campus Admin.	*Region 10 Funds
504 services will be provided to support identified at-risk students in developing the reading skills needed to be successful in the classroom.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *504 Campus Coord. *Campus Admin.	*District Funds

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(SWP# 2, 3, 7, 9, 10) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Continue to provide inclusion and special education services to identified students. All students will receive instruction, in the least restrictive environment in a regular classroom, to support identified at-risk students in order to improve their skills in all academic areas.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Special Education Teachers *Reg. Ed Teachers	*SPED Funds
Continue to provide transition services for Special Education students.	Monitored through ARD Committees	*Executive Dir. of Special Programs *Special Education Director *Diagnosticians *Campus Admin.	*IDEA Funds *State transition materials
A Student Study Team (SST) will be implemented, and training will be provided, to identify students who may be at-risk and in accordance with Response to Intervention (RTI).	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Campus Admin. *Academic Asst.	*District Funds *TISD RtI Manual
Students will be provided services, in the most appropriate and least restrictive environment, as identified through the ARD Committee and specified by the IEP. (Resource, Content Mastery, Connections, Future, etc.)	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Campus Admin. *Teachers	*Materials and services as specified by the ARD Committee

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(SWP# 2, 3, 7, 9, 10) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Provide dropout prevention and recovery through the following: *Counseling services *Title1 services/After School Program *ESL and Bilingual classes *Dyslexia services *After school tutoring/ Saturday School *Summer School/Boot Camp *Identification of homeless students	Per Occurrence	*Campus Admin. *Counselor *Dyslexia Teacher	*SCE Funds (\$15,250) *Title 1 Funds
Students will have the opportunity to participate in the K-Kids and The Garden Club in order to foster school involvement in extra-curricular activities and to promote school and community relationships.	August 2011-May 2012	*Campus Admin. *Teacher Sponsors	*Kiwanis Club/Margaret Davis *Terrell Garden Club members
Students will be recognized in Honor Roll Award Assemblies for grades of all A's and B's.	May 2012	*Campus Admin. *Counselor *Teachers	*Awards *Campus Budget
AIM classes will be provided to support identified students in the Gifted and Talented program.	August 2011-May 2012	*Asst. Supt. *GT Coordinator *GT Teachers	*District Funds
The campus will increase the number of GT certified teachers in the core curriculum areas.	Summer 2012	*Asst. Supt. *Campus Admin. *GT Coordinator *Teachers	*District Funds

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Formative: CSCOPE Unit Tests, Progress Reports, Student Grades

Summative: Reading/ELA, Math, Science, and SS STAAR Scores (3-6), TELPAS Scores (3-6), Oral Language Proficiency Tests, TOPS Assessments (Listening, Speaking, Writing), AYP Campus Summary Data Tables, Campus AEIS Reports.

(SWP# 2, 3, 7, 9, 10) (SP # 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Teachers will engage students in individual goal setting and graphing conferences.	Benchmark Cycle	*Campus Admin. *Teachers *Interventionists	*Assessments *CSCOPE/Eduphoria disaggregated data
CPI and CPR Training Certification/ Recertification	Ongoing	*Campus Admin. *Core Team members *Support Staff *Region 10	*CPI and CPR Instructors
The Review-360 intervention plan and the PBIS discipline/behavior plan will be implemented.	August 2011-May 2012	*Campus Admin. *Special Services Director *All Staff members	*Special Services (Early Intervening Services)
At-risk student populations will be monitored and motivated through the Silent Mentor Program.	October 2011-May 2012	*Campus Admin. *Counselor *All Staff members	*Campus Budget
Teachers will engage students in individual goal setting and graphing conferences.	Benchmark Cycle	*Campus Admin. *Teachers *Interventionists	*Assessments *CSCOPE/Eduphoria disaggregated data

GOAL 1: The district will provide a viable curriculum and instructional program that engages all students.

Objective 3: J.W. Long will provide staff development for all teachers and staff based upon identified areas of need.

Formative: Sign In Sheets, Review of session evaluation forms, teacher/staff/principal conferences

Summative: Staff Development Needs Survey, STAAR Scores

(SWP #2, 3, 5, 7, 8, 9, 10) (SP # 1.2-Build planning teams by grade level or subject; #1.5-Implement strategies that will support teacher collegiality and collaboration; #1.6-Provide administrators with positive, research based, effective leadership development)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Staff development will be provided to teachers and administrators in use of the online CSCOPE and Eduphoria systems for curriculum, lesson planning, and assessments.	August 2011-May 2012	*Asst. Supt. *Dir. Testing and Accountability *Dir. of Instructional Technology *Region X Personnel *Curriculum Coordinators	*CSCOPE Scope and Sequence and Assessments
Training will be provided for TISD administrators and teachers in Madeline Hunter's Lesson Cycle to improve instructional delivery in the classroom.	Fall 2011	*Asst. Supt. *TEA Personnel *Administrators *Teachers	*TEA
Training will be provided for TISD district and campus administrators in the T-Walkthrough form to monitor the implementation of Madeline Hunter's Lesson Cycle within the classrooms.	Fall 2011	*Asst. Supt. *TEA Personnel *Administrators *Teachers	*TEA
Provide strategy training in CRISS for all teachers and administrators.	October 2011-May 2012	*Asst. Supt. *Principals *Teachers *Curriculum Coordinators	*CRISS Trainers
Provide staff development for teacher proficiencies in technology.	August 2011-May 2012	*Instructional Technologists	*District Funds

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Objective 3: J.W. Long will provide staff development for all teachers and staff based upon identified areas of need.

Formative: Sign In Sheets, Review of session evaluation forms, teacher/staff/principal conferences

Summative: Staff Development Needs Survey, STAAR Scores

(SWP #2, 3, 5, 7, 8, 9, 10) (SP # 1.2-Build planning teams by grade level or subject; #1.5-Implement strategies that will support teacher collegiality and collaboration; #1.6-Provide administrators with positive, research based, effective leadership development)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Provide LPAC training for teachers serving as LPAC chairs and for administrators to implement effective committees on each campus.	August 2011	*Bilingual/ESL/Mi grant Facilitator *Teachers	*Region 10 *District Funds
Continue to provide TBSI and CPI training in order to ensure that staff members are properly trained to handle particular behavior situations with students. TBSI campus core teams will meet regularly to review procedures.	As scheduled	*Special Education Director *Region 10 *Campus Admin. *Teachers	*District Funds
Continue to provide Response to Intervention (RtI)/Student Study Team (SST) Training.	As scheduled	*Special Education Director *Diagnosticians *Campus Admin. *Teachers	*SST Forms *TISD RtI Manual
Modifications/Accommodations training will be conducted for all teachers in order meet the individual needs of the students.	Fall 2011	*Special Education Director *Diagnosticians *Campus Admin. *Teachers	*Diagnosticians

GOAL 1: The district will provide a viable curriculum and instructional program that engages all students.

Objective 4: J.W. Long will provide a coordinated school health program to promote the physical and emotional well-being of all students.

Formative: Attendance Logs, Agendas, Minutes from Meetings, State Physical Fitness Assessment Report, Rosters

Summative: Annual Fitness Gram Report, Annual PEIMS Data, SHAC Committee Annual Board Report

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Be a part of the School Health Advisory Council.	August 2011-May 2012	*Director of Nurses *Campus Admin. *School Nurse *PE Teachers	*District Funds
Insure the safety of PE students by maintaining a maximum of 45 students per teacher ratio.	August 2011-May 2012	*Asst. Supt. *Campus Admin.	*District Funds
Student Advisory Teams will be implemented at each campus, serving grades 5-12, to identify student concerns and generate strategies for improvement.	Each Six Weeks	*Campus Admin.	*Meeting Agendas, Minutes, and Sign-In Sheets *Campus Funds
Integrate Fitness Gram into health and physical education classes.	August 2011-May 2012	*District Nurse Coordinator *Campus Nurses	*District Funds *Region X
Implement a developmental PE curriculum, which aligns with state goals for physical fitness.	August 2011-May 2012	*Campus Admin. *PE Teachers	*Local Funds *State Approved Curriculum

GOAL 2: The district will provide a safe, secure, and orderly learning environment.

Objective 1: J.W. Long will maintain a safe school environment by ensuring all facilities and grounds are secure.

Computer Visitor Logs, Video Recordings, Campus Presentations, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshal Reports, Emergency Drill Logs

Summative: Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshal Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP #7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
A Visitor Management System (VSOFT) will be utilized at all campuses to sign in and identify all campus visitors.	August 2011- May 2012	*Campus Admin. *TISD Police Officers *Office Personnel	*VSOFT software *District Funds
All TISD employees will be required to wear their ID badges for identification.	August 2011- May 2012	All district personnel	*ID Badge Software *Digital Camera *District Funds
Continue to implement recommendations of the 2009-10 School Safety Audit to ensure all facilities and grounds are secure.	August 2011- May 2012	*Maintenance Director *Student Services Director	*Texas Homeland Security
Continue to utilize campus camera systems to monitor all facilities.	August 2011- May 2012	*Technology Dir. *Campus Admin. *TISD Police Officers	*Cameras *Video Monitors *Computer Software
Coordinate district and campus fire, storm, tornado, intruder, and evacuation drills to promote student and staff safety in the event of an emergency.	August 2011- May 2012	*Student Services Director *All TISD Employees	*Bells *PA System *2-Way Radios *Cell Phones *Flash Alert System *Local agencies
Continue district-wide discipline (Stripe Plan) management plan to ensure a safe and orderly environment. Continue the RtI plan with a three tier approach to behavior.	August 2011- May 2012	*Asst. Principals *Student Services Director	*Campus Budgets *TISD RtI Manual
Provide a Disciplinary Alternative Education Placement program, implementing behavior packets for intakes at time of referral.	August 2011- May 2012	*DAEP Principal *Campus Admin.	*Intake Packets *DAEP Budget
Implement and enforce the Terrell ISD Student Code of Conduct to ensure a safe and orderly environment for all students.	August 2011- May 2012	*Student Services Director *Campus Admin. *Teachers	*Student Code of Conduct *District Funds

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Objective 1: J.W. Long will maintain a safe school environment by ensuring all facilities and grounds are secure.

Computer Visitor Logs, Video Recordings, Campus Presentations, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshal Reports, Emergency Drill Logs

Summative: Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshal Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP #7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Implement the updated district and campus Emergency Operation Plans and provide training to all staff.	August 2011- May 2012	*Student Services Director *Campus Admin.	*Local emergency agencies

GOAL 2: The district will provide a safe, secure, and orderly learning environment.

Objective 2: J.W. Long will provide staff development and guidance on the implementation of programs to provide a safe, secure, and orderly learning environment.

Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshall Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP# 2, 3, 7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
TISD police officers will coordinate with the campus counselor to provide instructional activities (GREAT program) for students to be safe.	September 2011-October 2011 (Weekly)	*Campus Counselor *TISD Police Officers	*District Funds *GREAT program
The counselor will provide classroom guidance lessons on character traits to teach students responsibility in being a good citizen. Individual and group guidance will be given to students as needed, which will include: suicide prevention, violence prevention & intervention, harassment, & dating violence (6 th graders).	August 2011-May 2012	Counselor	*District Funds *Counseling Funds
The district will partner with Region 10's Counselor Initiative and Student Support Services (CISSS) to coordinate with federal, state, school, and community entities to foster a safe and drug free learning environment that supports student academic achievement.	August 2011-May 2012	*Executive Dir. of Human Resources and Student Services *Campus Counselor	*District Funds
Continue to implement the district plan for suicide threat and targeted threat of violence.	August 2011-May 2012	*TISD Social Worker *Counselor	*District Funds
Provide CPR training for all Petermann Bus Drivers.	August 2011-May 2012	*Dir. of Technology & Special Projects *Petermann Bus Drivers	*District Funds

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Objective 2: J.W. Long will provide staff development and guidance on the implementation of programs to provide a safe, secure, and orderly learning environment.

Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshall Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP# 2, 3, 7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
The required Tobacco Education will be taught through the Counselor Initiative and Student Support Services (CISSS) received through Region 10 to promote a safe and drug free learning environment that supports student academic achievement.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services *Counselor	*District Funds *Region 10
Continue anti- bullying programs, Rachel’s Challenge and Stand By Me; and the district Anti-Bullying Task Force to provide instruction to students and eliminate threats of violence.	August 2011- May 2012	*Executive Dir. of Special Programs *Executive Dir. of Human Resources and Student Svcs. *Campus Admin. *Counselor *Rachel’s Challenge/Stand By Me Personnel	*District Funds
All students will be trained in Sexual Harassment and Abuse as defined by HB 1041.	1 st Six Weeks	*Executive Dir. of Human Resources and Student Svcs. *TISD Social Worker *Counselor	*Sexual Harassment Curriculum *WHO Curriculum
All students will be trained in School Bus Safety and evacuation procedures as defined in HB 3190.	Fall 2011	*Dir. of Technology and Special Projects *TISD Police *PE Teachers	*Petermann Bus *State Video

GOAL 2: The district will provide a safe, secure, and orderly learning environment.

Objective 2: J.W. Long will provide staff development and guidance on the implementation of programs to provide a safe, secure, and orderly learning environment.

Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Infinite Campus Discipline Records for the year, Revision of Emergency Operations Plans and Guidance Plans, Fire Marshall Reports, Emergency Drill Logs, # Suicide Risk Assessments completed

(SWP# 2, 3, 7, 10) (SP # 1.3-Ensure a quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Red Ribbon Week will be celebrated in order to teach students awareness of the dangers of drugs.	October	*Campus Admin. *Counselor *Teachers	*Red Ribbon Activities *Campus Budget

GOAL 3: The district will provide a highly-qualified staff through competitive compensation and organize the day-to-day operations to provide teachers the opportunity to be successful in the classroom.

Objective 1: J.W. Long will recruit and retain highly-qualified teachers and staff to maintain 100% of all classes are taught by highly-qualified professionals.

Formative: Number of Applications Completed, Number of visits to Terrell ISD website, Number of Applications submitted online, Master Schedules

Summative: Number of Positions Filled, Mentor/Mentee Program Evaluation, Personnel Files, Exit Interview Survey results, Terrell ISD Employee Survey Results

(SWP #4) (SP #1.1-Restructure existing mentoring program for all teachers)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Teachers new to the district will participate in the district mentoring program.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services	*District Funds
The district will offer stipends, in shortage areas, to teachers in ESL, Bilingual, and Secondary Math and Science attract and retain highly qualified staff.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services	*District Funds *Federal Funds
The district will offer a competitive salary schedule and benefits package to attract and retain highly qualified staff.	August 2011- May 2012	*Executive Dir. of Human Resources and Student Services *Business Director *Superintendent	*District Funds *State Funds *Federal Funds
Campus scheduling allows collaborative team planning/PLCs, with built-in time for intervention during the day.	August 2011- May 2012	*Campus Admin. *Teachers	*Campus Admin.
Resources will be provided to support teachers to include: CSCOPE/Eduphoria, Title 1 Funds, SCE Funds.	August 2011- May 2012	*Central Admin. *Campus Admin.	*Curriculum Dept. *Title 1 Funds *SCE Funds
Instruction will be provided by highly qualified staff.	August 2011- May 2012	*Central Admin. *Campus Admin. *Teachers	*Central Admin. *Campus Admin. *Teachers

GOAL 3: The district will provide a highly-qualified staff through competitive compensation and organize the day-to-day operations to provide teachers the opportunity to be successful in the classroom.

Objective 1: J.W. Long will recruit and retain highly-qualified teachers and staff to maintain 100% of all classes are taught by highly-qualified professionals.

Formative: Number of Applications Completed, Number of visits to Terrell ISD website, Number of Applications submitted online, Master Schedules

Summative: Number of Positions Filled, Mentor/Mentee Program Evaluation, Personnel Files, Exit Interview Survey results, Terrell ISD Employee Survey Results

(SWP #4) (SP #1.1-Restructure existing mentoring program for all teachers)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Staff development, with sign-in sheets, will be implemented to ensure that all employees follow and enforce school board and district policies and procedures.	August 2011- May 2012	*Central Admin. *Campus Admin. *Teachers	*District Funds *Central Admin. *Campus Admin.
Employee of the Month nominations are held to recognize staff members.	August 2011- May 2012 (Monthly)	*Campus Admin. *Staff	*Campus Funds *PTO Funds

GOAL 4: The district will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

Objective 1: J.W. Long will ensure that all employees follow school board policies and district procedures.

Formative: Campus Surveys, District and Campus Communication

Summative: District Site-Based Decision Making Survey (DEIC), Terrell ISD Staff Survey

(SWP #6, 7) (SP #1.3-Utilize a tool/instrument to measure and improve school culture)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
District and Campus Administrators will ensure all employees follow policies and procedures defined by the school board. Policy updates will be provided to all staff throughout the school year.	August 2011- May 2012	*District Administrators *Campus Admin.	*School Board Policy *Employee Handbook
The campus will create a culture of respect and professionalism among all stakeholders.	August 2011- May 2012	*Superintendent *District Administrators *Campus Admin.	*District and Campus Communication
The campus will ensure fair and consistent discipline is maintained among all stakeholders.	August 2011- May 2012	*Campus Admin.	*Campus SBDM Committees
Campus representative will serve on the District Site-Based Decision Making (DEIC) team.	August 2011- May 2012	*Dir. of Human Resources and Student Services *DEIC Member	*DEIC Minutes and Agendas
The campus will form a Campus Site-Based Decision Making team that serves in an advisory role and is made up of campus stakeholders.	August 2011- May 2012	*Campus Admin. *Campus SBDM Members	*SBDM Minutes and Agendas

GOAL 4: The district will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

Objective 2: J.W. Long will ensure instructional practices foster and emphasize high expectations amongst its students and those strategies are implemented to raise expectations and test scores.

Formative: CSCOPE Unit Tests, Progress Reports, Report Cards, Registration forms, All eligible students

Summative: STAAR Scores, TELPAS Scores

(SWP #2, 3, 7, 8, 9, 10) (#1.5-Implement strategies that will support teacher collegiality and collaboration)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Provide time for content area teachers to meet across individual grade levels in order to assure that all TEKS and test objectives are adequately implemented.	August 2011-May 2012	*Campus Admin. *Teachers	*CSCOPE Scope and Sequence
Implement and monitor CSCOPE Scope and Sequence in all classes and the core content areas.	August 2011-May 2012	* Asst. Supt. *Campus Admin. *Teachers	*District Budget *CSCOPE Online System
Tier II and III students, in accordance with RTI (Response to Intervention), will receive intervention instruction, for all four-core subject areas, in order to achieve academic success.	August 2011-May 2012	*Asst. Supt. *Executive Dir. of Special Programs *SPED Director *Campus Admin. *Curriculum Coordinators *Intervention Teachers * Classroom Teachers	*District Funds *Terrell ISD RtI Manual

GOAL 4: The district will build a culture of high expectations, professionalism, trust, and collegiality with all stakeholders.

Objective 3: The district will increase both staff and student attendance rates. Student attendance will meet or exceed the 90% federal standard in grades 1-8.

Formative: Staff Attendance Records, PEIMS/Infinite Campus Attendance Records, Student Attendance Follow-Up by Student Services, Attendance Specialists, and Campus Administrators

Summative: AEIS Data, Amount spent on Employee Attendance Incentives

(SWP #6, 9, 10) (SP# 1.3-Ensure quality instruction for all students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Student and staff incentives will be implemented to improve attendance rates.	August 2011- May 2012	*Central Admin. *Campus Admin.	*District Funds *Campus Funds
The campus will enforce district attendance policies when absences or tardies become excessive, and to enforce compulsory attendance laws.	August 2011- May 2012	*Campus Admin. *Attendance Specialist *Teachers	*District Funds *Campus Funds
When a student is absent for two consecutive days, the teacher will call the home to determine the reason.	August 2011- May 2012	*Campus Admin. *Attendance Specialist *Teachers	*Attendance Records
Students will receive perfect attendance awards at the yearly award's assembly, in the form of trophies, ribbons, and/or certificates.	May 2012	*Campus Admin. *Counselor *Attendance Specialist *Teachers	*Attendance Records *Campus Budget *Counselor's Budget

GOAL 5: The district will develop parent and community partners in addressing the identified needs in the Strategic Plan.

Objective 1: J.W. Long will promote parental and community involvement with all members of the school community. Parents and community members will be encouraged to be involved in the educational processes of our students through various district and campus activities.

Formative: Number of visits to District Website, Email archives, Number of PTO Meetings, Number of SBDM Meetings, Number of all other Meetings

Summative: PTO Sign-In Sheets, DEIC Meeting Minutes and Sign-In Sheets, Other Meeting Minutes and Sign-In Sheets, Terrell Tribune Advertisements

(SWP #6) (SP# 1.2-Create a comprehensive volunteer program to include parents, school district personnel, community members and students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
The campus will have a PTO organization with regularly scheduled meetings to involve parent's opportunity in the educational process.	August 2011- May 2012	*Campus Admin. *PTO Members	*Campus Funds *PTO Funds
Continue to involve parents as full partners in the educational process, with an emphasis on customer service and supporting student achievement. (Ex. Meet the Teacher Nights, Parent/Teacher Conferences, SSI Annual Meetings, Title I Parent Meetings, Family Literacy & Math Nights, Watch DOGS dads, Community Outreach, and Parent Academy & Health Fair).	August 2011- May 2012	*Public Relations Director *Campus Admin. *Teachers	*District Funds *Campus Funds *District Website *Terrell Tribune
The campus will hold Parent-Teacher Conferences to discuss student academic progress.	October 2011 & February 2012	*Campus Admin. *Teachers	*District Funds
Continue to provide a visible box, in central office, of each campus for questions, comments, or suggestions from stakeholders. Feedback will be given by administrators to those who make comments or suggestions.	August 2011- May 2012	*Superintendent *Public Relations Director *Campus Admin.	*Boxes *Paper *Pens
The campus will promote positive local media communication by sharing positive district and campus information with the Terrell Tribune.	August 2011- May 2012	*Public Relations Director *Campus Admin. *Teachers	*District Funds

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(SWP #6) (SP# 1.2-Create a comprehensive volunteer program to include parents, school district personnel, community members and students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
The campus will effectively communicate with all stakeholders to inform them of district and campus events and activities. (Ex. Monthly Campus Newsletter, Weekly Grade Level Newsletters, Messenger, Parent Portal, Flash Alert, Email, and AR Desktop).	August 2011- May 2012	*District Administrators *Public Relations Director *Campus Admin.	*District Website *District /Campus Newsletters *Terrell Tribune *Messenger
Continue to involve business members as full partners in the educational process and with an emphasis on customer service. (Ex. Businesses mentoring schools, displaying student work at local businesses, and advertising progress reports/report cards on business marquees).	August 2011- May 2012	*District Administrators *Public Relations Director *Campus Admin.	*District Funds *Campus Funds *Business Funds *Terrell Tribune
Continue to involve community members as full partners in the educational process and with an emphasis on customer service. (Ex. Community Breakfasts, DEIC Meetings, UIL Competitions, Martin Luther King, Jr. Contests, K-Kids, Grandparents' Day Breakfast, and Muffins with Mom).	August 2011- May 2012	*District Administrators *Public Relations Director *Campus Admin.	*District Funds *Campus Funds *Chamber of Commerce *Terrell Tribune
Provide informative letters/flyers in English and Spanish.	Per Occurrence	*District Administrators *Public Relations Director *Campus Admin. *Teachers	*District/Campus Translator

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Summative: PTO Sign-In Sheets, DEIC Meeting Minutes and Sign-In Sheets, Other Meeting Minutes and Sign-In Sheets, Terrell Tribune Advertisements

(SWP #6) (SP# 1.2-Create a comprehensive volunteer program to include parents, school district personnel, community members and students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
An Open House night will be provided for parents, students, and community members.	March 2012	*Campus Admin. *Teachers	*Sign-In Sheet *Campus Funds *Terrell Tribune
Jump Rope for Heart and Field Day will be held.	March/May 2012	*Campus Admin. *PE Teachers *PTO Members *Teachers *Volunteers	*PE Funds & Equipment *American Heart Association *Volunteers
The campus will coordinate emergency drills with local emergency services.	August 2011- May 2011	*Student Services Dir. *TISD Police *Terrell Police/Fire/ Ambulance *Campus Admin.	*District Funds
This Title 1 campus will implement written parental involvement policies annually to ensure the support for student academic achievement.	Annually	*Campus Admin. *Executive Director of Special Programs	*NCLB Resources
This Title I campus will have written School-Parent Compacts that outline how the parents, the entire school staff, the students share the responsibility for improved student achievement, and by what means the school and parents will develop a partnership to help children achieve the state's high standards.	Annually	*Campus Admin. *Executive Director of Special Programs	*NCLB Resources

GOAL 5: The district will develop parent and community partners in addressing the identified needs in the Strategic Plan.

Objective 1: J.W. Long will promote parental and community involvement with all members of the school community. Parents and community members will be encouraged to be involved in the educational processes of our students through various district and campus activities.

Formative: Number of visits to District Website, Email archives, Number of PTO Meetings, Number of SBDM Meetings, Number of all other Meetings

Summative: PTO Sign-In Sheets, DEIC Meeting Minutes and Sign-In Sheets, Other Meeting Minutes and Sign-In Sheets, Terrell Tribune Advertisements

(SWP #6) (SP# 1.2-Create a comprehensive volunteer program to include parents, school district personnel, community members and students)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
This Title I campus will hold an annual Title I Parent Meeting to notify parents of their school's participation in the Title I program, explain the program requirements, and inform parents of their right to be involved.	September 2011	*Principals *Executive Director of Special Programs	*Federal Funds



Comprehensive Needs Assessment: Summary of Needs 2011-2012

Campus/Department J.W. Long Elementary

School Culture and Climate

STRENGTHS:

- Revised Student Dress Code
- Administrators listening to needs
- Communication – Home visits, phone calls, messenger, parent portal
- Bilingual Teacher Meetings, Training designed specifically for parents of Bilingual students
- Interventions
- Hispanic Heritage Celebration, Black History Programs
- Relationship w/city and community
- Community Meetings w/church leaders (Pastors)
- Rachel's Challenge
- Anti-Bullying initiatives (Stand-By-Me, R-Time, etc.)
- Parent Survey
- Staff Survey – Climate Survey
- Parent Conference Nights included in district calendar
- Discipline Data – JWL had a lower number of discipline incidents, from the previous year.
- Family Math Night

NEEDS:

- More parental involvement (PTO, family nights, GREAT family component)
- Continue Anti-Bully Initiates
- Build more parent relationships via Home Visits
- Bridge gap between school-community by using community members to make instruction more relevant
- Decrease PEIMS reportable discipline offenses, decrease discretionary DAEP placements, decrease ISS and OSS placements

STUDENT ACHIEVEMENT

STRENGTHS

- After School Tutoring/ Saturday School
- In areas where the standard remained at 70%... we had gains

- 6 grade level achieved/showed increases in Math
- 6th grade improved across reading/math
- 4th grade writing – AA subgroup out-performed other sub groups
- Professional Learning Communities (PLCs)
- CRISS training
- 50 Ways to Close the Achievement Gap training for administrators
- CSCOPE training

NEEDS

- Do more vertical teaming
- AA, LEP, Sp. Ed sub-groups – Know who the individual students are & identify specific deficits
- Train teachers so they know what to do w/the data
- Staff Development (50 Ways to Close the Achievement Gap, CSCOPE, STAAR, etc.)
- RtI training – must be on-going
- CRISS – Provide **on-going training**/instructional strategies
- Vertical & horizontal teams looking at academic vocabulary
- Data training – Establish a consistent way to look at data throughout the district
- Must become a district team. (Ex. lack of consistent voc. school to school and course to course)
- Lack of systems / organizations

TECHNOLOGY

STRENGTHS

- 23 IMacs for classrooms (2011-2012 school year)
- Laptops – Provided for all classroom teachers for the 2011-2012 school year
- SuccessMaker, ELLIS, Read Naturally, and Study Island
- HATCH/Smart Board Systems
- IT's & campus techs are available to support classroom teachers/administrators

NEEDS

- Bilingual instructional software at the classroom level
- Eduphoria/AWARE training
- Technology hardware – update student computers

DEMOGRAPHICS

STRENGTHS

- After School Tutoring/ Saturday School
- Cultural Celebrations
- BIL/ESL Parent Meetings
- Hiring Practices – hire personnel to meet the needs of student population
- Interventionists support needs of students academically
- Boot Camp – Reading/Math
- Teachers encouraged to obtain ESL certification – reimbursement provided

- ESL/GT Stipends
- Attendance- 97.83% (8/22/11-10/21/11)
- Student Populations: At-Risk- 56.10%; Bilingual- 3.35%; Eco. Disadv.- 81.10%; ESL- 20.73%; GT- 9.15%; Immigrant- 1.37%; LEP-24.24%; Migrant- 0%
- Student Ethnicity: Amer. Indian/Alaskan- 0.15%; Asian- 0.91%; Afr. Amer.- 23.17%; Haw./Pac. Islander- 0.15%; Hispanic- 45.88%; White- 29.12%; Two or More- 0.61%
- Teacher Data: Afr. Amer.- 13.6%; Amer. Indian- 0%; Hispanic- 2.3%; Pac. Islander- 0%; White- 84.1%; Two or More- 0%; 1-5 Years- 36.4%; 6-10 Years- 27.3%; 11+- 34.1%

NEEDS

- Computer software – bilingual – appropriately translated
- Newcomer Center and/or transitional classes for newcomers

STAFF QUALITY RECRUITMENT AND RETENTION

STRENGTHS

- Teacher of the Month recognition and parking space
- 100% HQ – teachers & paraprofessionals
- TISD Job Fair
- Competitive Pay
- Lunch Cards
- “Team” Interviews are conducted
- Low turnover rate for classroom teachers
- Staff experience – Only 1 JWL teacher is a “Beginning” teacher
- Mentors
- Laptops for teachers
- Stipends
- Attendance Incentive
- Gift Certificates provided to all personnel

NEEDS

- Support for teachers in need of assistance and those wanting more knowledge
- Alignment with teacher evaluation and student performance

CURRICULUM, INSTRUCTION & ASSESSMENT

STRENGTHS

- CSCOPE curriculum
- HATCH Systems
- Reviewed Marzano Strategies
- WOW
- SuccessMaker, ELLIS, Read Naturally, and Study Island
- Common Lessons & Assessments
- Bilingual Meetings – Review of the Curriculum w/parents of Bilingual students
- Academic Assistant (2011-2012 school year)

- PLCs and vertical planning
- CRISS training
- Content Academic Vocabulary Systems (CAVS) for Math and Science

NEEDS

- Vertical Teams
- Eduphoria/AWARE training
- **On-going** CRISS training – Instructional Strategies
- Differentiated Instruction training
- Align Review 360 to CSCOPE
- RtI Training
- Close the Achievement Gap between Sub-Groups
- Train teachers to use data effectively – (Plan instruction based on data/individual student needs)
- Meet State/AYP standards across all content areas/sub-groups

FAMILY & COMMUNITY INVOLVEMENT

STRENGTHS

- Rosio Escudero – Bilingual Community Liaison
- Bonnie Dockery – Social Worker
- Community Resource Guide – (English/Spanish)
- Watch DOGS Program
- Translated parent communications
- Annual Title I Parent Meeting
- Open House/ Meet the Teacher Night
- Family Math/Literacy Training for parents
- Parent Portal – Parents are able to access grades/assignments
- Messenger – Parent calling system
- Parent Newsletters (each grade level and monthly for campus)
- Parent Survey conducted
- Parent Academy and Health Fair (Oct. 22, 2011)
- Community Outreach
- District Website
- Grandparents' Day Breakfast
- Muffins with Mom (May, 2012)
- Positive Parent Calls (part of PBIS)
- Silent Mentor Program

NEEDS

- More outreach to get parents to schools
- Community "Meet & Greet"
- Formal transition practices for students transferring to new campuses
- PTO involvement – maybe Elementary & Secondary PTO rather than each campus
- Parent Training – (train parents on how to analyze/interpret student data)
- The entire Student Code of Conduct translated to Spanish

SCHOOL CONTEXT & ORGANIZATION

STRENGTHS

- PLCs, Teaming, Grade levels – Effective Collaboration
- Master Schedule – scheduled support Interventions during the school day
- Grade level Chairs/ LPAC Chair
- After School Tutoring to address the needs of struggling students
- DEIC
- Campus SBDM's
- Employee Survey
- PBIS Teams
- Faculty meetings
- Staff Bulletins
- Administrative Team Meetings
- Superintendent's Roundtable (teacher/student)

NEEDS

- Feedback from formal committee meetings – Summary of minutes (DEIC, Superintendent's Roundtable)
- Feedback from walkthroughs (from Central Office)

2011 JW LONG ELEMENTARY STATE COMPENSATORY EDUCATION BUDGET

Campus	FTE	Description	024000	026000	028000	029000	030000
JWL	4	Teachers/Subs					\$211,064
	1	Dyslexia Teacher	\$65,253				
		TAKS Tutors	\$10,000				
		TAKS Software	\$5,000				
		Dyslexia Budget	\$250				

Account Number										Description	Appropriation	Encumbrance	Expenditure	Balance
211	11	6112	00	102	2	24	0	00		SUB TCHRS/JWL	-4,000.00	0.00	415.00	-3,585.00
211	11	6118	00	102	2	24	0	00		EXTRA PAY/JWL	-3,500.00	0.00	0.00	-3,500.00
211	11	6119	00	102	2	24	0	00		TCHRS/JWL	-233,690.00	0.00	68,956.97	-164,733.03
211	11	6141	00	102	2	24	0	00		MEDICARE TAX/ALL SPORTS	-3,389.00	0.00	888.78	-2,500.22
211	11	6142	00	102	2	24	0	00		HEALTH INS/THS	-14,945.00	0.00	2,988.00	-11,957.00
211	11	6143	00	102	2	24	0	00		WORKERS COMP/ALL SPORTS	-1,678.00	0.00	267.57	-1,410.43
211	11	6145	00	102	2	24	0	00		UNEMPLOYMENT COMP/THS	-1,753.00	0.00	1,516.00	-237.00
211	11	6146	00	102	2	24	0	00		TCHR RETIREMENT/ATHL	-16,452.00	0.00	5,198.12	-11,253.88
211	11	6149	00	102	2	24	0	00		TRAVEL & MEALS	0.00	0.00	0.00	0.00
211	11	6291	00	102	2	24	0	00		CONSULTANTS/JWL	-3,000.00	0.00	769.38	-2,230.62
211	11	6399	00	102	2	24	0	00		GEN SUPPL/JWL	-22,200.00	10,825.10	0.00	-11,374.90
211	11	6499	00	102	2	24	0	00		MISC OPER/JWL	-400.00	0.00	0.00	-400.00
211	13	6411	00	102	2	24	0	00		TRAVEL&MEALS/JWL	-1,380.00	0.00	690.00	-690.00
Totals:											-306,387.00	10,825.10	81,689.82	-213,872.08

Account Number	Description	Appropriation	Encumbrance	Expenditure	Balance
211 61 6291 00 102 2 24 0 PI	CONSULTANTS/PI	-2,000.00	0.00	0.00	-2,000.00
	Totals:	-2,000.00			-2,000.00