

The Great Terrell High School



2011-2012 CAMPUS IMPROVEMENT PLAN

(Presented to the Terrell ISD Board of Trustees for Approval on: November 14, 2011)

TISD Mission Statement

The mission of the Terrell Independent School District, 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.

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Campus Involvement-Site Based Team for 2011-2012

Rosa Marquez	Community Member
To Be Elected	Community Member
Tony Ables	Business Member
Dean Whiteside	Business Member
Krysta Lewis	Parent
To Be Elected	Parent
Lela Hogan	Math Department Head
Charles Temple	Science Department Head
Alex Bar-Sela	English Department Head
Absalom Harvey	Social Studies Department Head
Craig Grazioli	CTE Department Head
Lindy Sharber	SPED Department Head
Teresa McCasland	Fine Arts Department Head/Administrative Intern
Rhonda Knight	Lead Counselor
Peggy Bridges	CTE Director-District Level Representative
Adam Schwaegerman	Associate Principal
Alton Jackson	Assistant Principal
Larry Lewis	Assistant Principal
Tracie Pritchett	Testing Coordinator
Lolita Looney	Math/Science Curriculum Coordinator
Karen Bedford	English/Social Studies Curriculum Coordinator
Eduardo Hernandez	Principal

COMPREHENSIVE NEEDS ASSESSMENT

The following data sources were reviewed to assess the campus' strengths and priorities:

- 2011 Accountability Data Table
- Program evaluations
- Discipline data
- Attendance data
- District Staff surveys
- AYP for 2010-2011
- AEIS 2010 (2011 will be available in November)
- PDAS and walk through observations
- TELPAS Results
- 9th Grade Success Initiative/Grade Placement Committee Decisions
- Strategic Plan Goals
- TISD Safety Audit

From the data sources above, we identified the following strengths:

- English scores for all students were recognized with 88% meeting standard.
- Social Studies scores for all students were recognized with 89% meeting standard.
- Science scores for all students were acceptable with 75% meeting standard.
- Math scores for all students were acceptable with 68% meeting standard.
- Increase student attendance rate from 90% to 95%.

From the data sources above, we identified the following needs:

- 10th grade Math overall must increase 1% in order to meet required improvement and 2% to meet the state standard.
- 10th grade Math African American student scores must increase from 49% to 57% to meet required improvement and 65% to meet the state standard.
- 10th grade Science African American student scores must increase from 42% to 51% to meet required improvement and 60% to meet the state standard.
- THS averaged 8 CTU's absent per instructional day for the 2010-2011 school year.
- Increase meaningful opportunities for parents and community to volunteer.
- Create an after school tutoring center which enables struggling students an outlet for academic support.
- Implement school-wide staff development to meet the needs of economically disadvantaged students.
- Teacher/student attendance incentives in an effort to increase teacher/student attendance.

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

Objective 1: All THS student groups will meet or exceed proficiency, on all State of Texas assessments, in Reading/ELA 95%, Math 80%, Science 80%, and Social Studies 95%.

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

Summative: Reading/ELA, Math, Science, and SS STAAR/TAKS Scores (9-12) AEIS District and 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	*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. Superintendent *Director Test & Accountability *Curriculum Coord. *Principals * Campus Test Coordinators *Teachers	*CSCOPE Scope and Sequence
The campus principal 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	*Principals *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. Superintendent *Director Test & Accountability *Curriculum Coord. *Principals * Campus Test Coordinators *Teachers	*Scanners *Eduphoria AWARE *CSCOPE Unit Tests

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Summative: Reading/ELA, Math, Science, and SS STAAR/TAKS Scores (9-12)
AEIS District and Campus Reports

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

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Campus Intervention Teams (CIT) will monitor instruction and academic progress of students at THS due to the 'Year 1 Academically Unacceptable' campus ratings.	August 2011- August 2012	*Asst. Superintendent *External CIT *Internal CIT *Principals	*TEA *External CIT *Internal CIT
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	*Principal *Curriculum Coord.	*CSCOPE Scope and Sequence
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 *Principals *Student Services Director *ARD Committees	Documented Attendance Records
All core area teachers will utilize collaborative planning times (PLC's) to develop common lessons, using the Madeline Hunter Lesson Cycle.	August 2011- May 2012	*Principals *Teachers	*CSCOPE Scope and Sequence *Common Planning Times *PLC Agenda and Sign In Sheets
Each week Campus Administrators will conduct walkthroughs, in classrooms, providing teachers with feedback.	Weekly	*Campus Administrators	*T-walk through form

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<p>(SWP #2, 3, 8, 9) (SP #1.2, 1.3)</p>

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Frequent and consistent checks for understanding made by the teacher will help adjust their practice during instruction to move their students to mastery.	August 2011- May 2012	*Principal *CILT *Classroom Teachers	*Training *Staff Development days *Ongoing follow up in PLC's
Bi-weekly CILT meetings centered on improving the level of teaching and learning at THS through learning walks, coaching teachers and collaborative study.	August 2011- May 2012	*Principal *Assc. Principal *CILT team *Dept. Heads	*Meeting room *Tiger Learning Walk Protocol
Long Range Planning will allow teachers to analyze, enhance and plan out their respective content calendars.	August 2011- May 2012	*Principal *Administrators *Dept. Heads *Teachers	*Meeting room *Planning protocol
Technology Programs, including Study Island, ASCEND, and e2020 will be utilized for various subject areas to provide intervention to students as well as enrichment.	August 2011- May 2012	*Asst. Superintendent *Executive Dir. of Special Programs *Principals *Teachers	*SCE Funds *District Funds

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Summative: Reading/ELA, Math, Science, and SS STAAR/TAKS Scores (9-12)
AEIS District and Campus Reports

(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. *Intervention Teachers * Classroom Teachers	*District Funds *Terrell ISD RtI Manual
The campus will provide after school tutorials / accelerated English, Science, Math and Social Studies instruction in the Tiger Tutoring Center every Tuesday & Thursday.	August 2011- May 2012	*Asst. Superintendent *Executive Director of Special Programs *Curriculum Coord. *Principals *Intervention Teachers *Classroom Teachers	*SCE Funds

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<p>(SWP #2, 3, 8, 9) (SP #1.2, 1.3)</p>

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. (See Highly Qualified Recruitment and Retention Plan-Appendix)	August 2011-May 2012	*Executive Director of Human Resources and Student Services *Executive Dir. of Special Programs	*District Funds *State Funds
The campus will create a Comprehensive Needs Assessment to determine strengths and weaknesses of campus programs.	August 2011-May 2012	*Executive Dir. of Special Programs *Principal *Campus SBDM Team	*AEIS Data *Acct. Tables *AYP Data *TAKS/EOC Data *TELPAS Data
All campus administrators and teachers will be receiving training in CRISS instructional strategies to improve instructional delivery.	August 2011-May 2012	*Asst. Superintendent *Campus Admin. *Teachers	*District Funds
Continue to provide concurrent classes at Trinity Valley Community College.	August 2011-May 2012	*THS Principal *Counselors	*College Classes *District Funds
The E2020 online curriculum for credit recovery or additional credit.	August 2011-May 2012	*Asst. Superintendent	*District Funds

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

Objective 2: Terrell ISD will increase the percentage of students enrolled in Pre-AP/AP/Dual Credit courses by 8% from 2011-2015.

Formative: Number of students enrolled in advanced classes, Course selections, Student grades

Summative: Class enrollment numbers, Class credit received

(SWP #3, 7, 8, 9) (SP # 1.2-Increase student enrollment and diversity in the Advanced Placement (AP) Program; # 1.3-Prepare students for the rigor of college course work)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
AIM, Pre-AP, and AP classes will be provided to support identified students in the Gifted and Talented program.	August 2011- May 2012	*Asst. Superintendent *GT Coordinator *GT/Pre-AP/AP Teachers	District Funds
Provide high school students with advisement and counseling in course selection, Pre-AP/AP courses, and career and college planning.	August 2011- May 2012	*Asst. Superintendent *G/T Coordinator *Principal *Counselors	*THS Academic Handbook *College Information
THS will offer Pre-AP courses and ensure they are taught to the appropriate level of rigor.	August 2011- May 2012	*Asst. Superintendent *THS Principal	*District Funds *Campus Funds *AP Summer Institutes
The campus will increase the number of GT certified teachers in the core curriculum areas.	Summer 2012	*Asst. Superintendent *GT Coordinator *Teachers	District Funds
The campus will increase the number of students in Pre-AP/AP/Dual Credit courses.	August 2011- May 2012	*Asst. Superintendent *G/T Coordinator *THS Principal *HS Counselors	Academic Advisement
Ensure AP syllabi at THS are taught to the appropriate level of rigor.	August 2011- May 2012	*Asst. Superintendent *THS Principal	T- Walkthrough Form

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

Objective 3: Terrell ISD will maintain the percentage of senior level students taking the ACT/SAT at 50%.

Formative: Registration forms, All eligible students

Summative: Number of students registered for tests

(SWP #3, 6, 7, 8, 9) (SP # 1.4-Prepare students to score well on college entrance exams)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Notify parents of testing schedule through flyers sent home, campus mailings, and district website to increase participation.	Fall 2011 Spring 2012	THS Counselors	*ACT/SAT Test Calendars *Campus Budget
Increase student participation in the Duke Talent Search.	Fall 2011 Spring 2012	*THS Counselors *THS Principal *GT Coordinator	*ACT/SAT
Administer the PSAT assessment to all 10 th graders and 11 th graders by choice.	October 2011	*Dir. Test & Acct. *THS Lead Counselor	*Student Information Booklets
Continue to apply for PSAT fee waivers for qualifying students.	Fall 2011	*Dir. Test & Acct. *THS Lead Counselor	*Fee Waiver Application
THS will be a testing center for PSAT/ACT/SAT, including the “free” days offered for juniors by the assessment companies.	Fall 2011 Spring 2012	*Dir. Test & Acct. *THS Lead Counselor	*Testing Posters of Dates *Post Dates on TISD Website *Send information home with students

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

Objective 4: Terrell ISD will establish a workable curriculum across grade levels to meet Career and Technical Education (CTE) and graduation requirements.

Formative: Number of students in current CTE classes, Course availability, Transcript evaluation

Summative: Course sequence in student handbook and on degree plans

(SWP #3, 7, 9) (SP # 1.3-Establish a workable curriculum across grade levels to meet CTE and graduation requirements)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Current and future CTE programs will be evaluated at all levels.	August 2011- May 2012	*Asst. Superintendent *CTE Director	*Region 10 *Area Districts
Provide a sequence of courses, with a workable curriculum across grade levels, to follow the career and technology track and meet graduation requirements.	August 2011- May 2012	*Asst. Superintendent *CTE Director *THS Principal *THS Counselors	*CTE Funds *District Funds
Expand opportunities for CTE students to complete industry-recognized certifications.	August 2011- May 2012	*CTE Director *CTE Teachers	*CTE Funds
Continue to revise CTE course offerings to reflect community needs and student interest.	August 2011- May 2012	*CTE Director *CTE Teachers	*CTE Funds *Perkins Funds (\$)
Continue to partner with community group in planning the addition of career pathways and courses.	August 2011- May 2012	*Asst. Superintendent *CTE Director	*CTE Funds *District Funds

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Objective 5: Terrell ISD will increase the percentage of students graduating with Recommended diploma from 76% to 80%. We will increase the percentage of students graduating with a distinguished diploma from .01% to 2%.

Formative: Transcript analysis, Courses offered, Student enrollment

Summative: Number of students who sign up for program, AEIS Report

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

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
A public forum will be held for 8 th grade students to inform them of the HS requirements for the recommended and distinguished graduation plans.	Spring 2012	*Asst. Superintendent *FMS/THS Principals *FMS/THS Counselors	THS Academic Handbook
Inform stakeholders about the TEXAS grant and Teach for Texas programs.	February 2012- May 2012	*FMS/THS Principals *FMS/THS Counselors	*Region 10 *State Info. *THS Academic Handbook
Implement “Generation TX (Texas)” week, for the purpose of educating middle and high school students about the importance of higher education. (HB 2909).	November 2012	*FMS/THS Principals *FMS/THS Counselors	*Higher Ed Options *Financial Aid * http://www.collegeforalltexas.com/ * http://gentx.org/

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

Objective 6: Terrell ISD 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/TAKS Scores (3-12), Texas TELPAS Scores (K-12), Oral Language Proficiency Tests, TOPS Assessments (Listening, Speaking, Writing), AYP District and Campus Summary Data Tables, District and 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 classes will be provided 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 *Principals *ESL Teachers	*District Funds *Title III Funds *Region 10
Bilingual supplemental services will be provided 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 *Principals *Bilingual Teachers *Classroom Teachers	*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	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 *Principals	Region 10 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
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 Coordinator *Principals	District Funds
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 *Principals	*IDEA funds *State transition materials
A Student Study Team (SST) will be implemented, and training will be provided, on each campus in order 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 *Principals	*District Funds *TISD RtI Manual

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Summative: Reading/ELA, Math, Science, and SS STAAR/TAKS Scores (3-12), Texas TELPAS Scores (K-12), Oral Language Proficiency Tests, TOPS Assessments (Listening, Speaking, Writing), AYP District and Campus Summary Data Tables, District and 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
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, BAC, Connections, Future, etc.)	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Teachers	Materials and services as specified by the ARD Committee
The district will monitor timelines for reevaluations of Special Education students through the use of a tracking system.	August 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Diagnosticians	*Student Files *Tracking Sheets
Parent training will be provided regarding Special Education services available in TISD.	Twice per Semester	*Executive Dir. of Special Programs *Special Education Director	District Funds
Provide pregnancy and parenting services to students through school counselors.	August 2011-May 2012	*Project HOPE Coordinator *Campus Counselors	District Funds
A PBMAS improvement plan will be implemented to address areas identified for improvement.	October 2011-May 2012	*Executive Dir. of Special Programs *Special Education Director *Principals	District Funds

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

Objective 7: Terrell ISD 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/TAKS 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 *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. Superintendent *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. Superintendent *TEA Personnel *Administrators *Teachers	TEA
Provide strategy training in CRISS for all teachers and administrators.	October 2011-May 2012	*Asst. Superintendent *Principals *Teachers *Curriculum Coordinators	CRISS Trainers
Provide staff development for teacher proficiencies in technology.	August2011- May 2012	*Instructional Technologists	District Funds

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Summative: Staff Development Needs Survey, STAAR/TAKS 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/Migrant 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 *Principals *Teachers	District Funds
Continue to provide Response to Intervention (RtI)/Student Study Team (SST) Training for each campus.	As scheduled	*Special Education Director *Diagnosticians *Principals *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 *Principals *Teachers	Diagnosticians
Continue to provide ARD Committee training for all stakeholders involved in the Special Education process.	As scheduled on individual campuses	*Special Education Director *Diagnosticians *Principals	ARD Committee Decision Making Manual

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

Objective 8: Terrell ISD 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
TISD will be a part of the School Health Advisory Council.	August 2011-May 2012	*Director of Nurses *Principals *School Nurse *PE Teacher	District Funds
Insure the safety of PE students by maintaining maximum of 45 students per teacher ratio.	August 2011-May 2012	*Asst. Superintendent *Principals	District Funds
Student Advisory Teams will be implemented at each campus, serving grades 9-12, to identify student concerns and generate strategies for improvement.	Each Six Weeks	Campus Principals	*Meeting Agendas, Minutes, and Sign-In Sheets *Campus Funds
Integrate PAPA and Fitness Gram into health and physical education classes.	August 2011-May 2012	*District Nurse Coordinator *Campus Nurses	*District Funds *Region X

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

Objective 1: Terrell ISD will maintain a safe school environment by ensuring all facilities and grounds are secure.

Computer Visitor Logs, Video Recordings, Campus Presentations, Drug Testing (FMS/THS), # Students identified with contraband, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshal Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Drug Testing Results, 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 (VSOF) will be utilized at all campuses, other than C&A and TAEC, to sign in and identify all campus visitors.	August 2011- May 2012	*Principals *TISD Police Officers *Office Personnel	*VSOF 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 district and campus camera systems to monitor all facilities.	August 2011- May 2012	*Technology Dir. *Principals *TISD Police Officers	*Cameras *Video Monitors *Computer Software
Utilize metal detectors and wands, according to district policy, to ensure all facilities and grounds are secure.	August 2011- May 2012 (Unannounced)	*Principals *Asst. Principals *TISD Police Officers	*Metal Detectors *Wands
Utilize Interquest canine detection, as a preventive measure and on an as needed basis, to ensure campuses are drug free zones.	August 2011- May 2012 (Unannounced)	*Principals *Asst. Principals *TISD Police Chief	District Funds
Implement random drug testing at THS.	August 2011- May 2012	*Student Services Dir *FMS and THS Principals	District Funds

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Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
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 emergency agencies
Continue district-wide discipline (Stripe Plan) management plan at all campuses 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 Administrators	*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 Administrators *Teachers	*Student Code of Conduct *District Funds
Implement the updated district and campus Emergency Operation Plans and provide training to all staff.	August 2011-May 2012	*Student Services Director *Principals	Local emergency agencies

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

Objective 2: Terrell ISD 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, Drug Testing (FMS/THS), # Students identified with contraband, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Drug Testing Results, 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 campus counselors to provide instructional activities for students in order to be safe.	August 2011- May 2012	*Campus Counselors *TISD Police Officers	District Funds
Provide classroom guidance lessons on character traits, harassment, and dating violence to teach students responsibility in being a good citizen.	August 2011- May 2012	Counselors	*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 Counselors	District Funds
Continue to implement the district plan for suicide threat and targeted threat of violence.	August 2011- May 2012	*TISD Social Worker *Counselors	District Funds
Provide classroom guidance lessons on character traits to teach students responsibility in being a good citizen.	August 2011- May 2012	Counselors	*District Funds *Counseling Funds
Provide Safe School Education programs to educate students.	August 2011- May 2012	TISD Police Officers	*GREAT Program *District Funds

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

Objective 2: Terrell ISD will provide staff development on the implementation of programs to provide a safe, secure, and orderly learning environment.

Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, Drug Testing (FMS/THS), # Students identified with contraband, # Discipline Referrals, Counseling Logs, Guidance Lesson Plans, Fire Marshall Reports, Emergency Drill Logs, DAEP Intake Packets

Summative: Drug Testing Results, 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
Provide CPR training for all Petermann Bus Drivers.	August 2011-May 2012	*Dir. of Technology & Special Projects *Petermann Bus Drivers	*District Funds
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 *Counselors	*District Funds *Region 10
Continue a district-wide bullying program, Rachel's Challenge; 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 Services *Principals *Counselors	District Funds
All TISD 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 Services *TISD Social Worker *Counselors	*Sexual Harassment Curriculum
All students will be trained in School Bus Safety and evacuation procedures as defined in HB 3190.	Fall 2011	*Dir. of Technology *TISD Police Officers	*Petermann Bus *State Video

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: Terrell ISD 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
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 *Business Director *Superintendent	*District Funds *State Funds
Campus will institute teacher highlight of the week in the weekly calendar in an effort to enhance staff morale.	August 2011- May 2012	*Principal	*Weekly calendar
Teachers will meet twice a week in their respective content PLC's in an effort to share best teaching practices.	August 2011- May 2012	*Administrators *Dept. Heads *Content Leads	*Meeting rooms
The Tiger New Teacher Support Network will provide new teachers with training and support throughout their first year in the classroom.	Monthly	*Principal *Administrators *Dept. Heads	*Meeting room *Agenda *Sign in

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

Objective 1: Terrell ISD 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 *Principals	*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 *Principals	District and Campus Communication
The campus will ensure fair and consistent discipline is maintained among all stakeholders through the creation of a discipline response protocol.	August 2011- May 2012	Principals	Campus SBDM Committees
Campus representatives will serve on the District Site-Based Decision Making (DEIC) team.	August 2011- May 2012	*Dir. of Human Resources and Student Services *DEIC Members	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	*Principals *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: Terrell ISD 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/TAKS Scores, TPRI/Tejas Lee Scores, TELPAS Scores, Number of Students registered for PSAT/SAT/ACT, PSAT/SAT/ACT Scores

(SWP #2, 3, 7, 8, 9, 10) (SP #1.1-Communicate the philosophy of Advanced Placement (AP) and Pre-AP to staff, community, parents, and students; #1.4-Prepare students to score well on college entrance exams; #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 TAKS objectives are adequately implemented.	August 2011-May 2012	*Principals *Teachers	CSCOPE Scope and Sequence
Continue to encourage enrollment of all students in advanced academic classes.	August 2011-May 2012	*Principal *Counselors	Courses Available
Continue to encourage all students to participate in taking the PSAT/SAT/ACT exams.	August 2011-May 2012	*Principal *Counselors	PSAT/SAT/ACT Information Booklets
Implement and monitor CSCOPE Scope and Sequence in all classes and the core content areas.	August 2011-May 2012	* Asst. Supt. *Principals *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 and to prevent students from dropping out of school.	August 2011-May 2012	*Asst. Supt. *Ex. Dir. of Special Programs *SPED Director *Administrators *Curriculum Coordinators *Intervention Teachers *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. The district dropout rate will be 1.6% or less and the completion rate will be 75% or greater for grades 9-12.

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
The Student Services Director will work directly with the campus to make parent contacts and home visits in order to improve student attendance and completion rates.	August 2011- May 2011	*Student Services Director *Principals	District Funds
The district will provide student and staff incentives to improve attendance rates.	August 2011- May 2011	*Superintendent	District Funds
The campus will enforce district attendance policies when absences or tardies become excessive, and to enforce compulsory attendance laws.	August 2011- May 2011	*Campus Administrators *Attendance Specialists	District Funds
The campus will provide pregnancy and parenting services to students through campus counselors.	August 2011- May 2011	Campus Counselors	District Funds
The PELT team will meet with students who have not met standard or failed classes on a bi-weekly basis in an effort to enhance performance on assessment and increase attendance.	August 2011-May 2012	*Principal *PELT team	*Meeting Room *Student Level Review (SLR) *Student contracts
The Campus will conduct student assemblies with each respective class in order to establish school rules, guidelines and policies.	September 2011, January 2012	*Principal *Administrators	*PAC *PowerPoint presentation

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

Objective 1: Terrell ISD 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 and Attendees
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	*Principals *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, P/T Conferences, SSI Annual Meetings, Title I Parent Meetings, Family Literacy and Math Nights, etc.)	August 2011- May 2012	*Public Relations Director *Principals	*District Funds *Campus Funds *District Website *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)	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Funds *Campus Funds *Chamber of Commerce *Terrell Tribune
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, etc.	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Funds *Campus Funds *Business Funds *Terrell Tribune

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

Objective 1: Terrell ISD 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, Number of Students attending Homework Assistance Program

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 district and all campuses will effectively communicate with all stakeholders to inform them of district and campus events and activities.	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Website *District /Campus Newsletters *Terrell Tribune *Messenger
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 *Principals	*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	District Funds
The campus will hold Parent-Teacher Conferences to discuss student academic progress.	October 2011 February 2012	*Principals *Teachers	District Funds
The campus will coordinate emergency drills with local emergency services.	August 2011- May 2011	*Student Services Director *TISD Police *Terrell Police/Fire/ Ambulance *Principals	District Funds

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

Objective 2: Terrell ISD will develop and institute a variety of career development programs, in cooperation with the community that will provide opportunities for students to graduate with skills that can lead directly to specific certifications.

Formative: Advisory Council Minutes, FMS/THS Course Offerings Available,
Summative: Career and Technical Education (CTE) Survey Results, Counselor Training Minutes and Sign-In Sheets, Revised THS Academic Handbook
 (SWP #2, 3, 6, 7, 8, 9, 10) (SP #1.1-Establish Career and Technical Education clusters)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/ Amount
Develop and recruit a list of potential candidates to serve on the Career and Technical Education (CTE) Advisory Council.	Fall 2011	*CTE Director *THS Principal	District Funds
Continue an advisory council, for Career and Technical Education (CTE) programs in order to share ideas and resources for the CTE programs.	August 2011- May 2012	*CTE Director *THS Principal	Campus Funds
Conduct a survey of parents, students, and community members for current and future Career and Technical Education (CTE) course offerings.	Spring 2012	*CTE Director *FMS and THS Principals	Campus Funds
Investigate and review course offerings and descriptions at Herman Furlough Middle School to coordinate with Terrell High School.	August 2011-May 2012	*CTE Director *FMS and THS Principals	Campus Funds
Provide training for FMS/THS counselors to better assist and advise students in course selection and career opportunities.	August 2011-May 2012	*Dir. of Human Resources and Student Services *CTE Director	District Funds

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

Objective 2: Terrell ISD will develop and institute a variety of career development programs, in cooperation with the community that will provide opportunities for students to graduate with skills that can lead directly to specific certifications.

Selected Evaluation Measure(s):

Formative: Advisory Council Minutes, FMS/THS Course Offerings Available,

Summative: CTE Survey Results, Counselor Training Minutes and Sign-In Sheets, Revised THS Academic Handbook

(SWP #2, 3, 6, 7, 9, 10) (SP #1.1-Establish Career and Technical Education clusters; #1.3-Establish a workable curriculum across grade levels to meet Career and Technical Education and graduation requirements)

Specific Sequential Actions:

Action Step	Timeline	Responsibility	Resources/Program/Amount
Conduct a survey of parents, students, and community members for current and future Career and Technical Education (CTE) course offerings.	Spring 2012	*CTE Director *FMS and THS Principals	Campus Funds
Review and revise the Terrell High School Academic Handbook to more accurately describe course offerings reflecting career pathways and concurrent credit college classes.	Spring 2012	*Asst. Superintendent *CTE Director *THS Principal *THS Counselors	*Current THS Academic Handbook *Campus Funds
Provide training for FMS/THS counselors to better assist and advise students in course selection and career opportunities.	August 2011- May 2012	*Dir. of Human Resources and Student Services *CTE Director	District Funds
Coordinate with the Terrell Chamber of Commerce “Work in Terrell” program to share ideas, resources, evaluations, and surveys of the program.	August 2011- May 2012	*Asst. Superintendent *CTE Director	District Funds
Utilize the Kuder Program to assess students for career pathways linked to businesses in our community.	August 2011- May 2012	Counselors	CTE Funds

**2011 Preliminary District Accountability Subset
July Board Report**

	TERRELL ISD								
	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th
R/ELA (70%)									
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

2011-12 Terrell High School
 State Compensatory Education Budget

September 1, 2011 through August 31, 2012

Campus	FTE	Description	024000	026000	028000	029000	030000
THS		TAKS Tutors	\$5,000				
		TAKS Software	\$37,250				