

Dr. Bruce Wood Elementary  
2011-2012  
Campus Improvement Plan

Laura Williams, Principal  
Tes Moore, Assistant Principal



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Campus Decision-Making Committee

Laura Williams, Principal  
Tes Moore, Assistant Principal  
LaKenya Green  
Mary Luxton  
Brandi Voight  
Susanne Zoch

Parents

Carol Keto  
Angie Cooper

Business/Community Representatives

Kenneth Williams  
TBA  
TBA  
TBA  
TBA

Central Office Staff

Angela Abrams-Malone

## Terrell ISD Strategic Plan Goals

### Goal 1

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

### Goal 2

We will provide district resources to ensure a safe environment.

### Goal 3

We will challenge all students to exceed all measures of achievement.

### Goal 4

We will create a positive culture that encourages retentions of high quality teachers.

### Goal 5

We will emphasize the importance of ethical and responsible behavior through mutual respect and parent and community involvement.

### Goal 6

We will prepare students to excel in post-secondary institutions of higher learning, colleges, or universities.

## Ten Components of a Title 1 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.

Dr. Bruce Wood Elementary School  
2011-2012

Mission Statement

The mission of Wood 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.

Dr. Bruce Wood Elementary  
Campus Improvement Plan  
2011-2012

**Presented to Terrell ISD School Board for Approval – 11/17/2011**

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

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

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

**Summative: Texas Primary Reading Inventory (TPRI)/Tejas Lea Scores (K-2), Reading/ELA, Math, Science, and SS TAKS/STAAR scores (3-12), Texas Middle School Fluency Assessment (TMSFS), Telpas Scores (K-12), Oral Language Proficiency Test, TOPS Assessments (Listening, Speaking, Writing), AYP District/Campus Summary Data Tables, AEIS District and Campus Reports**

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

**Specific Sequential Actions:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
Implement intervention programs, strategies, and tutoring. Tier II and III utilized on the WES campus for all tested subjects. Title 1 #2, #3, #9 SP 1.2, 1.3	Daily/Weekly	Classroom teachers Interventionist Asst. Superintendent Executive Dir. Of Special Programs SPED Director Curriculum Coordinators	Intervention materials Scientific research based materials RTI District Manuals
The campus principal will conduct data talks with teachers regarding student results from the CSCOPE Unit Tests to determine instructional needs of the students	Aug. 2011 – June 2012	Administrators Teachers	Eduphoria AWARE CSCOPE Unit Tests
All core teachers will utilize PLC to develop common	Aug. 2011 – June 2012	Administrators Teachers	CSCOPE Score and Sequence PLC Agenda/Sign In Sheets

lessons, using the Madeline Hunter Lesson Cycle			Common Planning Time
Each week Campus Administrators will conduct walkthroughs in classrooms providing teachers with feedback	Weekly	Administrators	Classrooms T- Walkthrough Form
Scanners will be used by each campus to scan and score CSCOPE Unit Tests through the Eduphoria AWARE program	Aug. 2011 – June 2012	Asst. Superintendent Director of Test and Accountability Curriculum Coordinator Administrators CTC Teachers	Scanners Eduphoria AWARE CSCOPE Unit Tests
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 Administrators Student Services Director ARD Committees	Documented Attendance Records
Campus Interventions Teams (CIT) will monitor instruction and academic progress of students due to the year 1 (AU) campus ratings	Aug. 2011 – Aug. 2012	Asst. Superintendent External CIT Internal CIT Administrators	TEA Region 10
All teachers and administrators will implement the CSCOPE Scope and Sequence for all core subject areas.	Aug. 2011 – June 2012	Asst. Supt. Curriculum Coord. Administrators Teachers	CSCOPE Scope & 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.	Aug. 2011 – June 2012	Asst. Supt. Director Test & Accountability Curriculum Coord. Administrator CTC Teachers	CSCOPE Scope & Sequence
The campus will provide	Aug. 2011 –	Principal	CSCOPE Scope & Sequence

intervention strategies for all student group populations, requiring improvement, in order to meet State standards and AYP.	June 2012	Curriculum Coord.	
The Reading is Fundamental program will be utilized to promote a love of reading and provide literature for elementary TISD students in their homes.	Aug. 2011 – June 2012	Asst. Superintendent Librarians	RIF Scholastic Books District Funds
Technology Programs, including Study Island, ASCEND, Accelerated Reading, Waterford, Success maker, ELLIS, and e2020 will be utilized for various subject areas to provide intervention to students as well as enrichment.	Aug. 2011 – June 2012	Asst. Superintendent Executive Dir. Of Special Programs Administrators Teachers	Title 1 Funds SCE Funds District Funds
The campus will provide before, during, and after school tutorials/accelerated reading and math instruction.	Aug. 2011 – June 2012	Asst. Superintendent Executive Dir. Of Special Programs Curriculum Coord. Administrators Intervention Teachers Classroom Teachers	SCE Funds Title 1 Funds
All student instruction will be provided by Highly Qualified Teachers and Staff to engage students in learning (See HQ recruitment and Retention Plan- Appendix)	Aug. 2011 – June 2012	Executive Dir. Of HR and Student Services Executive Dir. Of Special Programs	District Funds State Funds Title 1 Funds
The campus will create a Comprehensive Needs Assessment to comply with all requirements for a Title 1 School-wide Program	Aug. 2011 – June 2012	Executive Dir. Of Special Programs Principal Campus SBDM Team	AEIS Data Acct. Tables AYP Data TPRI/Tejas Lee TELPAS Data
All campus administrators	Aug. 2011 –	Asst.	District Funds

and teachers will be receiving training in CRISS instructional strategies to improve instructional delivery	June 2012	Superintendent Administrators Teachers	
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**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, and Student Grades**

**Summative: Texas Primary Reading Inventory (TPRI)/Tejas Lea Scores (K-2), Reading/ELA, Math, Science, and SS TAKS/STAAR scores (3-12), Texas Middle School Fluency Assessment (TMSFS), Telpas Scores (K-12), Oral Language Proficiency Test, TOPS Assessments (Listening, Speaking, Writing), AYP District/Campus Summary Data Tables, AEIS District and Campus Reports**

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

**Specific Sequential Actions:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
ESL classes will be provided to support identified at-risk students in English language acquisitions and to increase their success in all core content areas.	Aug. 2011 – June 2012	BE/ESL/Migrant Facilitator Executive Dir. of Special Programs Administrators ESL Teachers	District Funds Title III Funds Region 10
Bilingual supplemental service will be provided to support identified at-risk students in transitioning to the English language	Aug. 2011 – June 2012	BE/ESL/Migrant Facilitator Executive Dir. of Special Programs Administrators Bilingual 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	Aug. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director	District Funds
504 services will be provided to support identified at-risk students in	Aug. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director	District Funds

developing the reading skills needed to be successful in the classroom		504 Campus Coordinator Administration	
Continue to provide inclusion, content mastery, resource and special education services to identified students. All students will receive instruction, in the least restrictive environment to support identified at-risk students in order to improve their skills in all academic areas.	Aug. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director SPED Teachers	SPED Funds
Continue to provide transition services for Special Education students	Monitored through ARD Committees	Executive Dir. Of Special Programs SPED Director SPED Teachers Reg. Ed Teachers	IDEA funds State transition materials
A Student Study Team (SST) will be implemented, and training will be provided in order to identify students who may be at-risk and in accordance with Response to Intervention (RTI)	Aug. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director Administrator	District Funs TISD Rtl Manual
Migrant services will be provided to identify migrant students, so that they may meet the State’s challenging academic content standards and academic achievement standards.	Aug. 2011 – June 2012	BE/ESL Migrant Facilitator Executive Dir. Of Special Programs Administrators	Region 10 Funds
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, CM, PPCD, BAC, Connections, Future, etc.)	Aug. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director Teachers	Materials and services as specified by the ARD Committee
The district will monitor	Aug. 2011 –	Executive Dir. Of	Student Files

timelines for reevaluations of SPED students through the use of a tracking system.	June 2012	Special Programs SPED Director Diagnosticians	Tracking Sheets
Parent training will be provided regarding g SPED services available in TISD.	Twice per semester	Executive Dir. Of Special Programs SPED Director	District Funds
Provide pregnancy and parenting services to students through school counselors.	Aug. 2011 – June 2012	Project HOPE Coordinator Campus Counselors	District Funds
A PBMAS improvement plan will be implemented to address areas identified for improvement.	Oct. 2011 – June 2012	Executive Dir. Of Special Programs SPED Director Administrators	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 of 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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
Staff development will be provided to teachers and administrators in use of the online CSCOPE and Eduphoria systems for curriculum, lesson planning, and assessments.	Aug. 2011 – June 2012	Asst. Superintendent Dir. Testing & Accountability Dir. Of Instructional Technology Region X Personnel Curriculum Coordinators	CSCOPE Scope & Sequence
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.	Oct. 2011 – May 2012	Asst. Superintendent Administrators Teachers Curriculum	CRISS Trainers

		Coordinators	
Provide staff development for teacher proficiencies in technology.	Aug. 2011 – June 2012	Instructional Technologists	District Funds
Provide LPAC training for teachers serving as LPAC chairs and for administrators to implement effective committees on each campus.	Aug. 2011	BE/ESL/Migrant Facilitator Teachers	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	SPED Director Region 10 Administrators Teachers	District Funds
Continue to provide Response to Interventions (RtI)/Student Study Team (SST) Training for each campus.	As scheduled	SPED Director Diagnosticians Administrators Teachers	SST Forms TISD RtI Manual
At least one teacher per grade level will attend CAST	Nov. 2011	Reg. X	District funds Title 1 funds
Modifications/Accommodations training will be conducted for all teaches in order to meet the individual needs of the students.	Fall 2011	SPED Director Diagnosticians Administrators Teachers	Diagnosticians
Continue to provide ARD Committee training for all stakeholders involved in the SPED process.	As schedule on individual campus	SPED Director Diagnosticians Administrators	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, Fitness Gram Reports, Rosters, Attendance Logs, Agendas, Minutes from Meetings**

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

**Specific Sequential Actions:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
WES will be part of the School Health Advisory Council.	Aug. 2011 – June 2012	Administrators School nurse PE teachers Director of Nurses	District funds
Implement CSCOPE scope and sequence for P.E. classes	Aug. 2011 – June 2012	PE teachers	District funds
Insure the safety of PE students by maintaining maximum of 45 students per teacher ratio.	Aug. 2011 – June 2012	Administrators PE teachers Asst. Superintendent	District funds
All staff with CPR, CPI and AED training has been identified.	Aug. 2011	Administrators Nurse Identified individuals	None needed
Student Advisory Teams will be implemented at WES, serving grades 5-12, to identify student concerns and generate strategies for improvement.	Each Six Weeks	Administrators	Meeting Agendas, Minutes, and Sign-In Sheets Campus Funds
Integrate Fitness Gram into health and physical education classes.	Aug. 2011 – June 2012	District Nurse Coordinator Campus Nurse	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.**

**Formative: Computer Visitor Logs, Video Recordings, Campus Presentations, Original # Students identified with contraband, # 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# 7, 10) (SP# 1.3 – Ensure a quality instruction for all students)**

**Specific Sequential Actions:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
Visitor Management System (V-soft) is used for all visitors entering the building SP 1.1	Aug. 2011 – June 2012	Office personnel Administrators TISD Police	District and Campus Budget VSOFT Software
All volunteers are required to have background checks before they can volunteer.	Aug. 2011 – June 2012	HR department Administrators	District Budget
All staff will be trained on the WES “Emergency Operations Plan.” SP 1.1	Aug. 2011 – June 2012	Administrators SRO	Campus and district “Emergency Operations Plan”
Emergency drills will be coordinated at the campus and district levels.	Aug. 2011 – June 2012	Vicki Miller Administrators	As needed
Utilize metal detectors and wands according to district policy, to ensure all facilities and grounds are secure.	As needed	Administrators SRO	District policy and procedures. Metal Detectors Wands
WES is monitored with a camera system. SP 1.1	Aug. 2011 – June 2012	Vicki Miller Stan Heisel Administrators TISD Police	District budget
All TISD employees will be required to wear ID badges for identification.	Aug. 2011 – June 2012	All district personnel	ID Badge Software Digital Camera District Funds
Continue to implement recommendations of the	Aug. 2011 – June 2012	Maintenance Director	Texas Homeland Security

2009-2010 School Safety Audit to ensure all facilities and grounds are secure.		Student Services Director	
The “Stripe Plan” (Discipline Management System) is implemented on campus.	Daily	Administrators	Campus budget
Utilize Interquest canine detection, as a preventive measure and on an as needed basis, to ensure campuses are drug free zones.	Aug. 2011 – June 2012 Unannounced	Administrators TISD Police Chief	District Funds
Implement and enforce the Terrell ISD Student Code of Conduct to ensure a safe and orderly environment for all students.	Aug. 2011 – June 2012	Student Services Director Administrators Teachers	Student Code of Conduct District Funds
Provide a Disciplinary Alternative Education Placement program, implementing behavior packets for intakes at time of referral.	Aug. 2011 – June 2012	DAEP Principal Administrators	Intake Packets DAEP Budget

**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, Original # Students identified with contraband, # 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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
R-time will be implemented on campus	Aug. 2011 – June 2012	Administrators R-time team	Title 1 .
Hold events to enhance learning beyond the regular school day such as Family Night, Meet the Teacher	Aug. 2011 – June 2012	Administrators Interventionist	Title 1
TISD police officers will coordinate with campus counselors to provide instructional activities for students in order to be safe GREAT program.	Aug. 2011 – June 2012	Campus Counselors TISD Police Officers	District Funds
Provide classroom guidance lessons on character traits to teacher student’s responsibility in being a good citizen.	Aug. 2011 – June 2012	Counselors	District Funds Counseling Funds
The district will partner with Region X Counselor Initiative and Student Support Services (CRISS) to coordinate with federal, state, school, and community entities to foster a safe and drug free learning environment that supports	Aug. 2011 – June 2012	Executive Dir. Of HR and Student Services Campus Counselors	District Funds

student academic achievement.			
Continue to implement the district plan for suicide threat and targeted threat of violence.	Aug. 2011 – June 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
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 *Rachel's Challenge Personnel	District Funds
All TISD students will be trained in Sexual Harassment and Abuse as defined by HB 1041.	1st Six Weeks	*Executive Dir. of Human Resources and Student Services *TISD Social Worker *Counselors	*Sexual Harassment Curriculum *WHO Curriculum
All students will be trained in School Bus Safety and	Fall 2011	*Dir. of Technology	*Petermann Bus *State Video

evacuation procedures as defined in HB 3190.		and Special Projects *TISD Police Officers	
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**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: # of Applications Completed, # of visits to Terrell ISD website, # of Applications submitted online, Master Schedule**

**Summative: # 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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
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
District has implemented a competitive compensations package for teachers (ex. Sick leave bank, incentives for staff members, benefits, stipends in areas of need, etc.)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

**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 SBDM 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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
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.	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**

**(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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
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
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.	August 2011- May 2012	*Asst. Supt. *Executive Dir. of Special Programs *SPED Director *Campus Administrators *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. The district dropout rate will be 1.6% or less and the completion rate will be 75% or greater fro 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:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
The Student Services Director will work directly with campuses to make parent contacts in order to improve student attendance and locate homeless students for enrollment.	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

**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:** # of visits to District Website, Email archives, # of PTO Meetings, # SBDM Meetings, # of all other Meetings, Review all collected data

**Summative:** PTO Sign-In Sheets, DEIC Meeting Minutes and Sign-In Sheets, Other Meeting Minutes and Sign-In Sheets, Terrell Tribune Advertisements, Compare number of parents involved for 10-11 and compare to data from 11-12.

**(SWP #2, 3, 6, 7, 9, 10) (SP #1.2 – Create a comprehensive volunteer program to include parents, school district personnel, community members and students)**

**Specific Sequential Actions:**

<b>Action Step</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Resources/Program/Amount</b>
Continue to involve parents as full partners in the educational process, with an emphasis on customer service and supporting student achievement.	Aug. 2011 – June 2012	Public Relations Director Administrators	District Funds Campus Funds District Website Terrell Tribune
PTO will have a membership drive.	Aug. 2011- Sept. 2011	PTO	Membership supplies
District wide PTO meetings will be held for all stakeholders. Title 1 #6 SP 1.3	Aug. 2011- June 2012	PTO council Pam Stevens	PTO District budget
Marquee is used to show events and activities. SP 1.3	Aug. 2011- June 2012	Administrators Teachers	NA
Community involvement activities. (Ex. K-kids, Lions Club Mentoring, Watch D.O.G.S., etc) SP 1.4	As scheduled	Administrators Civic groups Volunteers	Civic groups Campus budget PTO Title 1 (\$500.00)
Title 1, and SSI parent meeting Title 1 #6 SP 1.3	Sept. 2011	Teachers Administrators	Materials

“Messenger” system to inform parents and community of situations at school. SP 1.3	Aug. 2011- June 2012	Pam Stevens	Flash alert system
Local and county emergency operations will coordinate with school system to have combined emergency drills. SP 1.3	Aug. 2011 – June 2012	Vicki Miller Local & County Emergency operations	All stakeholders
Marquee is used to show events and activities. SP 1.3	Aug. 2011- June 2012	Administrators Teachers	N/A
WES will implement written parental involvement policies annually to ensure the support for students academic achievement	Annually	Administrators Executive Director of Special Programs	NCLB Resources
Parent Academy will be a district activity Title 1 #6 SP 1.3	October 22	Presenters	Title 1 (\$500.00)
WES 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	Administrators Executive Director of Special Programs	NCLB Resources
Parent Portal and E-mail link available to parents SP 1.4	Aug. 2011- June 2012	Administrators	TISD Website
The district and all campuses will effectively communicate with all stakeholders to inform them of district and campus events and activities	Aug. 2011- June 2012	Administrators Public Relations Director	TISD Website District/Campus Newsletters Terrell Tribune Messenger
The campus will promote positive local media communication by sharing positive district and campus information with the Terrell Tribune	Aug. 2011- june 2012	Public Relations Director	District Funds

The campus will hold Parent Teacher Conferences to discuss student academic progress	Sept. 2011	Administrators Teachers	District Funds
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, advertising progress reports/report cards on business marquees, etc.)	August 2011- May 2012	*District Administrators *Public Relations Director *Principals	*District Funds *Campus Funds *Business Funds *Terrell Tribune

## **WES Comprehensive Needs Assessment Summary 2011-2012**

### **School-wide Program:**

Wood Elementary is a school-wide Title I program. The purpose of a Title I school-wide program is to improve academic achievement throughout a high-poverty school so that all students, but particularly the lowest students, demonstrate proficiency related to the state's academic standards. We use ESEA, Title I, Title II Part A and other federal funds to upgrade the entire instructional program by implementing a school-wide program as authorized under the provisions of Public Law 107-110, Section 1114.

Teachers on this campus are paid out of Title I, State Compensatory Education, Title II, Part A funds, and local funds.

### **School Culture and Climate:**

Creating a climate that is rich and inviting is essential to the overall success of WES. We strive to communicate effectively with all stakeholders. We have created a section in which to feature students on a regular basis. Students and staff may bring in articles in which the articles recognize students out in the community. WES also recognizes our Teacher during Teacher Appreciation week in May. Our school has established a mentoring system for all new teachers 1-3 years. The administrative team at WES strives to listen to the needs of all stakeholders. WES students participate in the Anti-Bullying Initiatives (R-Time). Teachers have planning and collaborative times in which to meet with their respected grade level or pod.

### **School Culture and Climate Needs:**

WES is in need of more ethnic programs that meet the needs of all students. WES needs to build and foster more parent relationships via home visits. Our school would benefit from more feedback shared from the DEIC meetings.

### **Students:**

Students are the number one priority at Wood Elementary. It is the responsibility of the campus to provide an effective curriculum that will give students the tools necessary to be successful in their chosen careers. The campus climate is critical to student success and must be conducive to the "teaching-learning" process. We have used diagnostic tools available to us to evaluate the strengths and needs of our students in order that we can help all students be successful. Based on the campus-based decision making committee and the data gathered on each student the following student strengths and needs are identified:

**Student Strengths:**

Wood Elementary has a rating of “Un Acceptable” by the Texas Education Agency based on performance of the Texas Assessment of Academic Skills (TAKS) in the school year 2010-11 and did not meet AYP. Our campus houses grades 3-6. Our sixth grade improved in Reading and Math based upon the 2010-2011 TAKS scores.

**Student Needs:**

We have two areas that are our greatest concern writing and science. WES missed writing requirements by three AA students (61%) and missed science requirements by one Hispanic student (59%). Most teachers have been trained in the “Writing Academy” model and this will be implemented in grades K-8. Our students need to incorporate writing into their daily routine across the curriculum, so that the students gain a greater understanding of how to expand their thought processes while writing. In addition, our teachers are in need of training on expository writing. As for Science our students struggle with the vocabulary and reading the concepts. Our students need to expand their reading skills which will assist them in learning the science concepts. Also, our students need to have additional hands on learning as well as real world applications when it comes to learning science. Our teachers are in need of more training on analyzing data. WES needs to allow for more vertical teaming.

**Student Data:**

American Indian/Alaskan	.48%
Asian	.79%
African American	23.97%
Hispanic/Latino	43.65%
White	29.68%
Hawaiian/Pac. Island	0.00%
Two or More	0.00%
Bilingual	3.33%
ESL	18.25%
Migrant	0.00%
Gift & Talented	8.73%
LEP	21.59%
Immigrant	2.22%
Economic Disadvantage	76.51%
At-Risk	47.46%

## Student Testing Comparison 2008-2011

Reading 08-09	
All students	86%
Reading 09-10	
All students	82%
Reading 10-11	
All students	83%
Math 08-09	
All students	78%
Math 09-10	
All students	79%
Math 10-11	
All students	84%
Writing 08-09	
All students	(5 <sup>th</sup> and 6 <sup>th</sup> grade campus only)
Writing 09-10	
All students	75%
Writing 10-11	
All students	76%
Science 08-09	
All students	57%
Science 09-10	
All students	74%
Science 10-11	
All students	70%

### **Staff:**

With the No Child Left Behind Act of 2001 it clearly states that a highly qualified staff is required for the teaching-learning equation to be at the optimum level. According to the law, all teachers in states and school districts accepting Title I, Part A funds must be “highly qualified” to teach in the areas to which they are assigned. The following are statistics and needs of the staff as determined by the data gathered from SBEC certification records and AEIS.

### **Staff Strengths:**

All teachers at Wood Elementary Meet the Highly Qualified requirement. We have five new staff members, so our campus staff remained mostly intact. We have at least one male teacher in grades three and four and it is very beneficial for our students to have male role models on our staff. WES has established

### 2010-2011

Beginning teachers	
1-5 years	5.1%
6-10 years	20.5%
11+ years	48.7%
American Indian/Alaskan	0.00%
Asian	0.00%
African American	10.3%
Hispanic/Latino	2.6%
White	87.2%
Hawaiian/Pac. Island	0.00%
Two or More	0.00%

#### **Staff needs:**

Wood has had an increase in the number of LEP students attending. This brings the need of more teachers that have ESL endorsements. It is important that we retain veteran teachers on our staff and if vacancies occur we will strive to get experienced teachers to fill these vacancies. Teachers will also continue to receive training with strategies for teaching each of our sub groups. WES needs more support for struggling teachers such as professional development. In addition, WES needs more support for engaging students in instruction.

#### **Parent Involvement:**

Student achievement and parental involvement go hand and hand therefore achievement is significantly influenced by how well parents of the students support the school. Parents must become partners in the education of their students. We will be implementing the “G.R.E.A.T.” program to our campus. This program has a parent component in conjunction with the program for students. Newsletters will be sent home weekly by teachers. The principal will send home a newsletter quarterly. Teachers and administrators will be doing home visits with parents. Volunteer training will be held repeatedly on campus for parents wishing to volunteer. Parent conferences will be held two times during the year and parents will receive their child’s report card at the time of the conference. The “Watch Dog” program will be implemented on our campus.

#### **Parent Involvement Strengths:**

WES campus has a very active PTO organization. Our district has also implemented a PTO advisory board that has a representative from each campus in our district. This committee meets with principals and the superintendent to help improve the parent involvement on all campuses. Our district has set up the “messenger system” to give alerts to all stakeholders about things going on in our district. Parents may access the “parent portal” to view their child’s grades at any time. Raptor V-soft is in place to monitor all parents visiting our campus. We have great turn outs on our campus when our students are performing for their parents. We will be opening

a “Parent Resource Room” on our campus for our volunteers and other parents that may need assistance.

**Parent Involvement Needs:**

It is difficult to get “all” parents involved in the education of their student, but the campus continues to design activities/programs to solicit parent involvement that will include all subgroups. Emphasis will be placed on getting more parents involved. We have a lot of parents that attend activities like parties, Fall Festival, field trips, parent orientation, and other activities, however, they do not attend activities that focus on teaching them to help their child at home. WES is in need of additional outreach opportunities to get parents into the schools. PTO would benefit from additional support. In addition, the Student Code of Conduct needs to be translated into Spanish. The district Student Code of Conduct would benefit from additional terms being added to clarify and or specify heightened words of today’s society.

**Technology:**

New laptops were provided for all classroom teachers for the 2011-2012 school year. WES will continue to utilize Successmaker on a daily basis. IT’s and campus techs are available to support classroom teachers and administrators.

**Technology Needs:**

WES could use additional/ongoing training for CSCOPE/Eduphoria for teachers and administrators. Our school is in need of an updated camera system along with additional camera for providing a safer environment. WES would benefit from the installation of a card system for all entrances into the building. In addition, WES needs more projectors and smart boards for the teachers to utilize within the classroom.

**Curriculum, Instruction, and Assessment:**

WES provides opportunities for common lesson planning and PLC’s. WES has four interventionists two each for math and reading. WES provides for professional development opportunities for staff.

**Curriculum, Instruction, and Assessment Needs:**

WES is in need of math and science consumables for all teachers. WES would benefit from a stronger program for our Spanish speaking students. In addition, staff needs additional training in CRISS, CSCOPE, and Eduphoria. The fourth grade team needs training on how to evaluate and grade utilizing a rubric.

## WES Enrollment Comparison

### 2010-2011

Third grade	157
Fourth grade	143
Fifth grade	150
Sixth grade	<u>150</u>
Total	600

### 2011-2012

Third grade	144
Fourth grade	173
Fifth grade	156
Sixth grade	<u>157</u>
Total	630

Title 1 Budget

**Dr. Bruce Wood Elementary School**

<b>Account Code</b>	<b>Description</b>	<b>Funding Amount</b>
211-11-6112	Sub Teachers	4,000.00
211-11-6118	Extra Pay	3,500.00
211-11-6119	Teachers	236,835.00
211-11-6141	Medicare Tax	3,438.00
211-11-6142	Heath Ins	14,945.00
211-11-6143	Workers Comp	1,702.00
211-11-6145	Unemployment	1,778.00
211-11-6146	Teacher Retirement	16,689.00
211-11-6149	Travel and Meal	0.00
211-11-6291	Consultants	3,000.00
211-11-6399	Instructional Supplies	22,085.00
211-11-6499	Misc Oper	200.00
211-13-6411	Travel and Meals	1,150.00
211-23-6411	Travel and Meals	115.00
211-61-6291	Consultants	2000.00
<b>Total</b>		<b>\$311,437.00</b>

Comprehensive Needs Assessment  
Wood Elementary  
Resources Provided by Special Services

DT Trainer w/Activity Bundle-Site License-District Wide	\$ 1,612
Class Bridge-Online based IEP-District Wide	\$ 1,969
Unique Learning System-Site License-1 Band	\$ 385
Teaching Zone-Site License-District Wide Cost decreased \$1,000 annually	\$ 3,500
SPED Manager-Site License-District Wide	\$ 3,518
26 Computers	\$28,965
Success Maker-2	\$ 1,150
Hatch-Computerized White Board Systems	\$16,681
Light speed Technology-Classroom Audio Systems-24	\$19,608
Behavioral Incentives	\$ 1,054
Instructional Supplies	\$ 2,363

## 2011-12 Wood Elementary State Compensatory Education Budget

Campus	FTE	Description	024000	026000	028000	029000	030000
WES	1	Dyslexia Teacher/Subs	\$52,667				
	4	Teachers/Subs					\$219,982
		TAKS Tutors	\$10,000				
		TAKS Software	\$5,000				

### 2011 Preliminary District Accountability Subset

	TERRELL ISD								
	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>	11 <sup>th</sup>
<b>R/ELA (70%)</b>									
<b>All St.</b>	<b>79</b>	<b>69</b>	<b>81</b>	<b>82</b>	<b>75</b>	<b>92</b>	<b>83</b>	<b>87</b>	<b>95</b>
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
<b>Writ (70%)</b>									
<b>All St.</b>	<b>NA</b>	<b>76</b>	<b>NA</b>	<b>NA</b>	<b>91</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
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
<b>Math(60%)</b>									
<b>All St.</b>	<b>79</b>	<b>75</b>	<b>81</b>	<b>84</b>	<b>66</b>	<b>73</b>	<b>53</b>	<b>63</b>	<b>91</b>
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
<b>Sci. (55%)</b>									
<b>All St.</b>	<b>NA</b>	<b>NA</b>	<b>70</b>	<b>NA</b>	<b>NA</b>	<b>67</b>	<b>NA</b>	<b>63</b>	<b>89</b>
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
<b>SS (70%)</b>									
<b>All St.</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>93</b>	<b>NA</b>	<b>84</b>	<b>98</b>
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

Total Discipline Incidents  
For Wood Elementary

2007-2008	947
2008-2009 (Realignment)	634
2009-2010	235
2010-2011	292