

# TERRELL ISD

## Strategic Plan 2007-2011

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### Annual Review

**Strategic Planning Team**

**4/16/2010**

**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.**

**Action Step 1**

**Establish Career Technical Education clusters.**

**Completions**

- ◆ Student Survey 08-09 complete
- ◆ During 2008-09, utilized Kuder (Career Interest/Aptitude software) in CTE class during included career lessons in advisory program
- ◆ 2009-2010 THS Academic Handbook
- ◆ FMS added Career Investigation in Spring 2009; added BCIS for high school credit in Fall 2009 (replace keyboarding)
- ◆ Bell schedule allows for 32 possible credits to be earned for incoming 9th grade class in 2009-10; will open opportunity for “double blocking” advanced courses, clinical rotations, internships, etc. as students reach junior/senior status

**Action Step 2**

**Designate staff whose sole responsibility is to oversee Career Technical programs district wide.**

**Completions**

- ◆ Job description created
- ◆ CTE Advisory Councils formed in each program area and department for 2009-10 and meeting calendars established for each; also to be addressed in CTE Task Force
- ◆ Added Health Science to THS 2009-10 schedule

**Action Step 3**

**Establish a workable curriculum across grade levels to meet Career Technical program and graduation requirements.**

**Completions**

- ◆ CTE Advisory Councils; CTE Task Force to provide direction; added Health Science, Accounting, Security offerings to Criminal Justice
- ◆ TEKS are basis for all instruction; 3rd period block allows for CTE/Academic co-opting in Geometry/Construction Trades, Criminal Justice offerings in “police academy mode”
- ◆ TEA has revised CTE course offerings; effective 2010-11
- ◆ TEA provides grade level recommendations on some courses; TEKS are basis for all instruction
- ◆ Schedule for May 2010, CTE Advisory Councils

**Action Step 4**

**Identify and collaborate with stakeholders who will support Career Technical Education courses as identified by student/business interests.**

**Completions**

- ◆ Notebook maintained of current certifications for all THS professional staff members
- ◆ Survey results identified top interest areas for students; district parent survey had minimal return
- ◆ College and Career Fair; CTE Task Force; several CTE teachers have multiple guest speakers and demonstrations throughout year; scholarship through Lowe’s and The Home Depot
- ◆ Frequent articles printed in Terrell Tribune and posted on district website
- ◆ Volunteer coordinator implementing Adopt-A-School program
- ◆ NCCER and OSHA certification through Construction Trades. OPAC certification for Business in progress

## **GOAL 2**

**We will provide district resources to ensure a safe environment.**

**Action Step 1    Secure all school facilities and school grounds.**

- ◆ Established V-Soft Raptor check-in system for all visitors to each campus

**Completions**

- ◆ Additional fencing at THS
- ◆ Additional surveillance cameras
- ◆ Camera monitoring equipment has been networked for multiple viewing access from designated district computers
- ◆ Added cameras to all district cafeteria delivery areas
- ◆ Use of handheld and walk through metal detectors
- ◆ Hired Police Chief, 2009. TISD Police Dept has 3 active officers
- ◆ Watch D.O.G.S. program implemented at all elementary campuses
- ◆ Added new district procedures for student/staff safety

**Action Step 2    Equip all buses with monitors to improve the safety of students and staff.**

- ◆ Contracted with Petermann Bus for student transportation July 2009 with emphasis on safety and customer service

**Completions**

- ◆ Buses are equipped with video monitoring and GPS equipment
- ◆ Bus drivers trained in CPR and first aid

**Action Step 3    Train all personnel in safety procedures identified in the Emergency Operations Plan (EOP) and safety audit and incorporate a schedule for training updates and drills.**

**Completions**

- ◆ Safety audits scheduled every 3 years at all district facilities
- ◆ Messenger system added to provide general and emergency notifications to parents and district staff.
- ◆ Campus drills scheduled regularly

**Action Step 4    Provide life-saving training.**

- ◆ Bus drivers and extra-curricular staff complete CPR training

**Completions**

**GOAL 3**

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

- Action Step 1**     **Create K-6 schools throughout the district.**
- ◆ Reorganization of Long Elementary and Wood Elementary as 3rd - 6th grade campuses
- Completions**
- Action Step 2**     **Build planning teams by grade level or subject.**
- ◆ All K-12 teachers/department teams plan together to develop common lesson plans based on each objective
- Completions**
- ◆ The district has implemented the Region IV Scope and Sequence for K-12
  - ◆ Professional Development provided gives teachers the opportunity to collaborate, share ideas, and improvement instruction for students
  - ◆ All instructional materials purchased by district and campuses are researched based
  - ◆ District administrators follow a monthly walkthrough schedule
  - ◆ Since Fall 2008, curriculum policies, a curriculum management plan, and a curriculum model have been developed and implemented
  - ◆ All master schedules were revised to focus on instruction and maximize learning time
- Action Step 3**     **Ensure quality instruction for all students.**
- ◆ Math/Science and Reading/Social Studies Coaches to assist teachers with academic instruction
- Completions**
- ◆ Teachers work together to plan instruction and intervention
  - ◆ Academic/behavior intervention approach implemented to be used by all teachers for all students
  - ◆ Interventionists for grades K - 6
  - ◆ Intervention instruction is built into schedule for secondary students
  - ◆ Research-based lesson cycles used in all classrooms
  - ◆ Summer school program revised in summer 2009
- Action Step 4**     **Communicate positive academic vision to all.**
- ◆ New district web site
- Completions**
- ◆ Continuous communication of positive academic successes with business and civic organizations
  - ◆ Positive support and reporting by Terrell Tribune
  - ◆ Campus spotlight at each Board meeting
  - ◆ Quarterly District newsletter mailed to 12,000+ Terrell residents

**GOAL 4**

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

**Action Step 1 Restructure existing mentoring program for teachers.****Completions**

- ◆ For the 2008-2009 school year, TISD revised and implemented a new mentee/mentor program called “Building a Successful Educator” (B.A.S.E.). The focus was classroom, behavior and instructional management
- ◆ The 2009-10 program is “WOW! I am a Terrific New Hire,” which is aligned with district and campus goals. The focus is on effective instruction and instructional strategies and effective formative and summative assessments

**Action Step 2 Enhance incentives and benefits for teachers.****Completions**

- ◆ 2008-09 Salary schedule and compensation plan provided a 4.5% increase of midpoint for all employees
- ◆ 2009-10 Salary schedule and compensation plan provided a 2% increase of midpoint for all employees
- ◆ Group life insurance benefits increased
- ◆ All employees may participate in TRS-ActiveCare health insurance and receive \$248 district/state monthly contribution
- ◆ Created sick leave pool
- ◆ Stipend paid in teacher shortage areas (math, science)

**Action Step 3 Utilize a tool/instrument to measure and improve school culture.****Completions**

- ◆ TASB employee opinion survey completed in January 2008 with Superintendent discussing results with district administrators
- ◆ Regular staff communications via email
- ◆ Two district-wide employee recognition celebrations per school year

**Action Step 4 Increase teacher/staff recognition.****Completions**

- ◆ Teacher and staff member at each campus are recognized monthly with gift card provided by Applebee’s Restaurant
- ◆ Teacher of the Year awards for each campus and district
- ◆ Annual service awards
- ◆ TISD STAR recognitions

**Action Step 5 Implement strategies that will support teacher collegiality and collaboration.****Completions**

- ◆ Elementary and secondary master schedules have been revised to allow for common planning periods, extended day activities, in-service days, and early dismissals
- ◆ Provide multiple training opportunities to turn collaborative planning into action

**Action Step 6 Provide administrators with positive, research based, effective leadership development.****Completions**

- ◆ Schlecty Working on the Work on-going training
- ◆ Marzano Classroom Instruction that Works training
- ◆ McRel Power Walkthrough training

## GOAL 5

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

**Action Step 1**    **Establish and maintain various means of communication.**

- ◆ New web site, [www.terrellisd.com](http://www.terrellisd.com)

**Completions**

- ◆ Parent portal provides online access to student grades, attendance, schedules, assignments, etc.
- ◆ Messenger provides district emergency, general, attendance, and teacher notifications to parents, community and staff. **No registration is required**
- ◆ THS, FMS, WES, WHB post newsletters to campus web page
- ◆ JFK, JWL post PTO newsletter to campus web page
- ◆ Quarterly district newsletter mailed to 12,000+ Terrell residents

**Action Step 2**    **Create a comprehensive volunteer program to include parents, school district personnel, community members and students.**

**Completions**

- ◆ District Volunteer Coordinator designated
- ◆ Training is required for all volunteers
- ◆ Training opportunities are offered at campuses and community facilities
- ◆ Watch D.O.G.S. program at all elementary campuses

**Action Step 3**    **Organize TISD personnel to facilitate on and off-campus community meetings in an effort to reach out to parents and the community.**

**Completions**

- ◆ Attend off-campus locations/community meetings to inform community what is happening in the district and answer questions
- ◆ Establish meetings with churches and other community organizations
- ◆ District-wide PTO meetings
- ◆ PTO Council meetings
- ◆ Monthly Superintendent Report

**Action Step 4**    **Create student forums to discuss concerns and questions and provide input to campus improvement planning committees.**

**Completions**

## **GOAL 6**

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

**Action Step 1**    **Communicate the philosophy of AP open enrollment to staff, community, parents and students.**

- Completions**
- ◆ Parent meetings in the spring for 6th & 7th grade students and families to communicate information regarding Pre-AP course offerings at FMS
  - ◆ Continue Pre-AP/AP training for teachers; summer update hours as needed for current Pre-AP/AP staff members

**Action Step 2**    **Provide more challenge and rigor in academic AP courses.**

- Completions**
- ◆ Continue Pre-AP courses at FMS. Maintain and further develop curricular depth, complexity, and rigor
  - ◆ AP *Environmental Science* and *Anatomy and Physiology* added to THS courses
  - ◆ Continue to introduce AP strategies in Pre-AP courses at FMS in preparation for rigor of AP curriculum and exams at THS
  - ◆ Maintain accurate records with AP Audit Board

**Action Step 3**    **Establish effective communication within the AP program.**

- Completions**
- ◆ Meet in vertical teams by academic area during spring to facilitate collaboration of curricular strategies and goals 7th - 12th grades

**Action Step 4**    **Increase student enrollment and diversity in the AP program.**

- Completions**
- ◆ AP exams required for students enrolled in AP courses
  - ◆ Recruit 6th - 7th grade students for Pre-AP during school-day assemblies
  - ◆ Track success of FMS students selecting to continue Pre-AP/AP at high school level