

TERRELL ISD

Strategic Plan 2007-2011

Annual Review

Strategic Planning Team

4/15/2011

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

- ◆ Use data from student needs and community market analysis to determine best two/three programs to implement. Need to survey every 3-5 years.
- ◆ Develop counseling/guidance procedures for students
- ◆ 2010-2011 THS Academic Handbook

Action Step 2

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

Completions

- ◆ CTE Director began July, 2010

Action Step 3

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

Completions

- ◆ Evaluate current and future programs at all levels
 - *Student, teacher and industry evaluations of programs(late spring 2011) yearly
 - *Revised offerings – Security > state jailer cert.
 - *Exploring EMT cert. within Health Science
 - *TSH/THS Nursing Cohort Program
- ◆ Identify curriculum for course offerings
 - *TEA curriculum writers – Texas A&M - <http://tea.im.tamu.edu/> , Stephen F. Austin University - <http://www.cte.sfasu.edu/index.shtml> , University of North Texas - <http://www.cte.unt.edu/> *NCCER curriculum – construction trades (2011-2012)
 - *Pharmacy Technician Certification – PassAssured
 - *Construction geometry
- ◆ Career fairs at elementary, middle, and high school

Action Step 4

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

Completions

- ◆ Contact businesses that would have an interest in mentoring:
 - * Two active mentorships at THS – City Manager, Terrell Tribune
 - *Auto Zone – support of equipment
 - * Nucor – mentoring
- ◆ Develop a list of agencies that are qualified to certify students
 - *In progress - OSHA, NCCER, Red Cross CPR, Texas Department of Corrections
 - *Nucor Building Systems – welding certification

GOAL 2

We will provide district resources to ensure a safe environment.

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

Completions

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

◆ Upgraded bus video system

Completions

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

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

◆ Offered CPR training for all district staff.

Completions

GOAL 3

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

Action Step 1 Create K-6 schools throughout the district.

Completions

Action Step 2 Build planning teams by grade level or subject.

◆ Teachers are disaggregating data based on CBAs and Benchmarks in their planning teams.

Completions

◆ Teachers are developing skills to work more collaboratively as a grade level or content team.

◆ Reg. IV Scope and Sequences are being used by teachers to create and develop lesson plans.

◆ Teachers are evaluating resources in their team planning time.

Action Step 3 Ensure quality instruction for all students.

◆ Elementary Math and Reading interventionists are working with K-6 teachers to improve student achievement.

Completions

◆ District administrators are meeting with interventionists regularly to address needs and training issues.

◆ Campus and district administrators are meeting with planning teams to review student data and collaborate about instructional needs that will improve student achievement.

◆ Students are attending after school tutorial programs in grades 1-12.

◆ Extra teachers were placed in grades 3-11 for TAKS Blitz to ensure each student is provided extra instruction in their individual area of need.

◆ A pull-out AIM program is in place to meet the needs of advanced students in grades 1 and 2.

Action Step 4 Communicate positive academic vision to all.

◆ Curriculum and Instruction presentations are made to both civic and business entities.

Completions

◆ Each month campuses, professionals and paraprofessionals are spotlighted at the TISD Board Meetings.

◆ TISD students groups are highlighted by performing at various business and civic functions.

GOAL 4

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

Action Step 1 Restructure existing mentoring program for teachers.

- ◆ Researched mentoring induction programs

Completions

- ◆ Developed mentoring program design, guidelines, and program evaluation
- ◆ Evaluated and revised mentor program

Action Step 2 Enhance incentives and benefits for teachers.

- ◆ Developed competitive salary schedule and compensation plan

Completions

- ◆ Established/enhanced benefits to include health insurance and life insurance
- ◆ Restructured district local leave policy
- ◆ Established stipends for Math, Science, and Bilingual teacher assignments
- ◆ Created Sick Leave Pool
- ◆ Established attendance incentives

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

- ◆ Conducted an employee opinion survey

Completions

- ◆ Compiled results
- ◆ Utilized site-based decision making committees to analyze and investigate survey results
- ◆ Developed recommendations for improvement
- ◆ Implemented changes
- ◆ Ongoing surveys will be conducted

Action Step 4 Increase teacher/staff recognition.

- ◆ Established an ongoing plan for regular and consistent recognition of teachers

Completions

- ◆ Created a bank of employee recognition ideas for administrators

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

- ◆ Created time for teacher and administrator collaboration

Completions

- ◆ Provided training on collaborative planning
- ◆ State-allowed waiver days are being utilized for structured staff development/collaboration activities.
- ◆ Ongoing implementation of strategies

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

- ◆ Continued with superintendent's evaluation instrument

Completions

- ◆ Survey staff regarding effective leadership qualities of campus administrators
- ◆ Survey campus administrators regarding effective leadership qualities of central office administrators
- ◆ Principals determined personal and professional goals for growth based on survey results
- ◆ Participated in leadership development activities
- ◆ Ongoing effective leadership development

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.

- ◆ Changed email service to improve communications with parents/community

Completions

- ◆ District Facebook page
- ◆ Advertising at local theater
- ◆ Participating in community video project
 - ◆ All campuses post newsletters to campus web page
- ◆ Meeting for parents of bilingual students

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

Completions

- ◆ Mentors

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

- ◆ District-wide annual parent academy
- ◆ Rachel's Challenge Rally
- ◆ Community meeting with pastors/leaders of local churches

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

Completions

- ◆ Student forums: Superintendent, WES, JWL, FMS, THS

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.

- ◆ Accomplishments
 - Parent meeting at Furlough Middle School in the spring of 2010 and at THS in the fall of 2010
 - 2 consecutive years of AP Summer Institute for FMS teachers
 - Parents and students sign a pre-AP contract at FMS and a letter of agreement at THS
 - AP course information shared through fliers, academic handbook, parent meetings, and newsletters.
- ◆ In Progress
 - Training, as needed, for new teachers
 - Recruiting students for the 2011– 2012 school yr.

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

- ◆ Accomplishments
 - AP *Environmental Science* and *Anatomy and Physiology* added to THS courses
 - AP strategies and habits of mind introduced at FMS in preparation for rigor of AP curriculum and exams at THS
 - Accurate records maintained with AP Audit Board
- ◆ In Progress
 - Further develop curricular depth, complexity and rigor of pre-AP courses

Action Step 3 Establish effective communication within the AP program.

- ◆ Accomplishments
 - THS pre AP and AP teachers met with FMS pre AP teachers to align academic content and expectations
- ◆ In Progress
 - Creation of an Advanced Placement Vertical Team

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

- ◆ Accomplishments
 - AP exam required for students enrolled in AP courses
 - Recruit 6th and 7th grade students for pre-AP
 - FMS and THS counselors use test data to identify potential pre-AP and AP students
 - Teachers at FMS encourage capable students to move to pre-AP classes
- ◆ In Progress
 - Collect and analyze data on ethnicity of students in pre-AP and AP programs