

Campus Improvement Plan

2019-2020

Grady Independent School District



Revised and approved by Superintendent Advisory Committee

Grady ISD Board of Trustees approve

Budget Codes:			
LCL	Local	T-IC	Migrant
BIL	Bilingual	T-IV	Title IV – Safe and Drug Free
T-IA	Title 1, Part A	T-V	Title V - Innovative
T-ID	Title 1, Part D	SPE	Special Education

The following are members of the Superintendent Advisory Committee and were invited to a meeting on _____. The signatures indicate approval and support of the 2019-2020 Grady I.S.D.'s Model Campus Improvement Plan.

Mary Ann Cox, Elementary Instructor _____

Chris Short, Secondary Instructor _____

Shanna Peugh, Technology Education Representative _____

Jym Dennis, Physical Education Programs _____

Micki Dillard, Parent Representative _____

Randi Canterbury, Parent Representative _____

Isaiah Ontiveros, Student Representative _____

John Snider, Community Member _____

Belen Rodriguez, Cafeteria Manager _____

Bonnie Lucas, Business Manager _____

Gary Jones, Administration Representative _____

Lynsey Pardue, Administration Representative _____

Leandro Gonzales, Administration Representative _____

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Grady's Mission Statement:

To provide all our students with appropriate opportunities to develop and be informed, productive, and contributing citizens for American society

Nondiscrimination Notice:

Grady ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act

of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

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Federal and State Funding Sources

Federal funding sources that will be integrated and coordinated with State funds to meet the needs of all students:

Program/Funding Source	FUND CODES	Program/Funding Source TOTALS
Federal Programs		Federal Programs TOTALS
Title 1, Part A	211	\$76,977
Title II, Part A (TPTR)	255	\$12,207
Title III (novate to Region 18)		\$1,293
State Programs/Funding Source		
Instructional Materials Allotment	410	\$18,640
State Compensatory Education	PIC 24/30	\$96,000

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Needs Assessment Summary

See Attached Comprehensive Needs Assessment

STATE COMPENSATORY EDUCATION

Under Section 29.081 of the Texas Education Code (TEC), compensatory education is defined in law as programs and/or services designed to supplement the regular education program for students identified as at risk of dropping out of school. The purpose is to increase academic achievement and reduce the drop out rate of these students.

What are the state eligibility criteria for identifying students at risk of dropping out of school?

A student at risk of dropping out of school includes each student who is under 21 years of age and who:

- is in prekindergarten, kindergarten or grade 1, 2, or 3 and did not perform satisfactorily on a readiness test or assessment instrument administered during the current school year;
- is in grade 7, 8, 9, 10, 11, or 12 and did not maintain an average equivalent to 70 on a scale of 100 in two or more subjects in the foundation curriculum during a semester in the preceding or current school year or is not maintaining such an average in two or more subjects in the foundation curriculum in the current semester;
- was not advanced from one grade level to the next for one or more school years;
- did not perform satisfactorily on an assessment instrument administered to the student under Subchapter B, Chapter 39, **and** who has not in the previous or current school year subsequently performed on that instrument or

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another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument;

- is pregnant or is a parent;
- has been placed in an alternative education program in accordance with Section 37.006 during the preceding or current school year;
- has been expelled in accordance with Section 37.007 during the preceding or current school year;
- is currently on parole, probation, deferred prosecution, or other conditional release;
- was previously reported through the Public Education Information Management System (PEIMS) to have dropped out of school;
- is a student of limited English proficiency, as defined by Section 29.052;
- is in the custody or care of the Department of Protective and Regulatory Services or has, during the current school year, been referred to the department by a school official, officer of the juvenile court, or law enforcement official;
- is homeless, as defined by 42 U.S.C. Section 11302, and its subsequent amendments; or
- resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

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THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

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EDUCATIONAL GOALS:

Goal 1: Build a Foundation in Reading and Math

Goal 2: Connect High School to Career and College

Goal 3: Recruit, Support and Retain Teachers and Principals

Goal 4: Safe Learning Environment

Goal 5: Parental and Family Engagement

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Goal 1: Build a Foundation in Reading and Math

Objective 1:

Students will be taught a rigorous curriculum that will result in at least a 3% increase in the “Meets” category for all grade levels and subject areas.

Goal 1 Obj. 1	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Use Eduphoria to disaggregate state testing data for monitoring students at risk or for purpose to prevent at-risk.	Teachers Counselor Principal	August 14 Reassess after each unit assessment	Eduphoria Reports	LCL	TEKS Resource System Assessments / Benchmarks State Assessment Results
	K-7 teachers will continue use of the A. R. program to ensure success of all students in core content areas, test taking skills, and to increase reading levels.	Reading Teachers Counselor Principal	August 27 Evaluate each semester	AR Program	LCL	A.R. reports, Six-weeks grades, Assessment reports

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	K-7 th will use STAR Renaissance results to determine areas of need for remediation.	K-7 Teachers Reading Teachers Counselor Principal	Evaluate BOY, MOY, EOY	Supplemental Materials Teacher Made Materials	LCL	STAR Renaissance
Goal 1 Obj. 1	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Students will be assigned to activity/tutorial period for targeted, focused interventions.	All Educational Staff Title I Instructional Aide Counselor Principal	August 27 Evaluate every six weeks	Supplemental Materials Teacher Made Materials	LCL	Mid-Point Reports, Six-Week Report Cards, Assessment Reports,
	Students in grades 6 th -8 th grade will use the STEM Lab daily. Students in 3 rd , 4 th , and 5 th grade will go every 3 rd day.	Teachers Principal	Daily	QEP STEM Lab	LCL	Students will do presentations on their projects at the end of every unit.
	Encourage the participation of K-12 students in UIL events.	All Educational Staff Counselor Principal	January 2020	UIL practice materials	LCL	Activity Period observations UIL Participants
	Recognize students making the "A" and "AB" honor roll each six	Principal	End of every six weeks	Honor Roll lists	LCL	Report Card Newspaper Article

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	Recognize students in K-5 for A.R. individual points, test averages and certification levels.	Reading Teachers Principal	End of every six weeks	Student Recognition lists	LCL	6 Weeks Awards
	Students K-12 will be provided access to Chromebooks for instructional use.	Principal Technology Staff	August 2019	Chromebooks Lesson plans	LCL	Use of technology in class.

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Goal 1 Obj. 1	Activity/Strategy	P e r s o n (s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	The district will continue to monitor and improve 4 th and 5 th grade math scores.	C l a s s r o o m Teacher Principal Counselor	August 27 Evaluate every six weeks	Small Group Instruction, Benchmark testing, State Data	T-1	State Data
	Maintain a Pre-K program/class.	Principal Counselor Pre-K Teacher	August 2019 Evaluate at the end of the year	Class schedules	T-1A \$44,400	Future results on TPRI Report Cards Assessments
	The district will continue to hire a math teacher for grades 3-5 to implement processes that will increase the academic achievement of students.	Superintendent Principal	August 2019 Evaluate at the end of the year	HQ Documentation	T-1A \$44,400	Teacher will be re-hired
	G.T. students to meet once a week with GT teacher so that GT Identified can explore items of interest through the Renzulli Model.	Principal Counselor GT Teacher	August 27 Evaluate every six weeks	Lesson Plans	LCL	

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	The district will use Grade Point for credit recovery.	Principal Counselor Technology Staff	August 27 Evaluate every six weeks	Grade Point Software	LCL	Student schedules
	The campus will implement TBSI strategies.	Principal Counselor Special Education Personnel	August 27 Evaluate every six weeks	Special Education Co-op TBSI Training Materials	LCL	IEPs
	Migrant Identification will be provided by Region 18 ESC Cooperative Services	Principal Counselor	August 2019 As needed	Region 18 ESC Cooperative	Funds novated to ESC 18	Student PEIMS Data
	Tutorial period will be accessible for students to go to any teacher for help.	Teachers Counselor Principal	August 27 Evaluate every six weeks	Tutorial Schedule	LCL	Number of students failing
	The RTI team will consist of teachers from all four populations: Elementary, Jr. High, High School, and SPED.	RTI Team Counselor Principal	Evaluate the need to meet every six weeks	RTI Team Members list	LCL	Number of referrals, Number of students failing TEKS Resource System and Benchmark Assessments

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Goal 1 Obj. 1	Activity/Strategy	P e r s o n (s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Teachers will develop unit assessments to assess the curriculum that has been taught and will make adjustments based on the data.	C l a s s r o o m Teachers Principal	August 14 Evaluate every six weeks	Unit Assessments	LCL	Data from unit assessments
	Accelerated Instruction Plans will be developed for each student that failed any part of the STAAR.	Counselor C l a s s r o o m Teachers/Tutors Title I Instructional Aide	August 27 Evaluate every six weeks	Accelerated Instruction Plans will be developed for each student that failed any part of the STAAR.	Counselor C l a s s r o o m Teachers/Tutors Title I Instructional Aide	Individual Student Plans

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Goal 1: Build a Foundation in Reading and Math

Objective 2:

At least 60% of Limited English Proficient students will reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics. They will participate in all of the strategies identified in Objective 1 as well as the strategies listed in Objective 2.

Goal 1 Obj. 2	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	ESL teacher will collaborate with regular education teachers to formulate ESL strategies and content of instruction.	C l a s s r o o m Teachers ESL Teacher Counselor Principal	August 27 Evaluate every six weeks	Lesson plans	LCL	Number of referrals Number of students failing TEKS Resource System and Benchmark Assessments

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Goal 1 Obj. 2	Activity/Strategy	P e r s o n (s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	ESL assistance will be given through information and a pull-out program as needed and determined through the TELPAS Committee.	ESL Teacher T E L P A S Committee Counselor Principal	August 27 Evaluate every six weeks	LPAC minutes	LCL	TEKS Resource System and Benchmark Assessments Number of referrals Number of students
	Through the high school Spanish classes, proficient Spanish students will peer-teach non-English speaking students.	Spanish Teacher Classroom Teacher Counselor	August 27 Evaluate every six weeks	Class schedules	LCL	Report Card Assessment results TPRI: BOY,MOY,EOY
	Accelerated Instruction Plans will be developed for each student that failed any test of STAAR.	C l a s s r o o m Teachers Counselor Principal	August 2019 Evaluate every six weeks	Accelerated Instruction Plans	LCL	Report Card Assessment results

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Goal 2: Connect High School to Career and College

Objective 1: 100% of students will graduate from high school.

Goal 2 Obj.	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	The counselor will provide communication to high school students and parents regarding ACT/ SAT preparedness.	Principal Counselor ACT/SAT Prep Teacher	Fall 2019	ACT/SAT Prep materials	LCL	Number of students taking ACT and scores
	Encourage all students (Jrs. and Srs.) to take the ACT/SAT through parent/student communication.	Counselor ACT/SAT Prep Teacher	Fall 2019	ACT/SAT registration materials	LCL	Number of ACT tests taken
	Have all seniors attend College Days at a local college.	Counselor	Fall 2019	Local colleges	LCL	Visit with students to receive feedback
	ACT/SAT Prep will be provided during activity period	Principal Counselor ACT/SAT Prep Teacher	August 2019	ACT/SAT Prep materials	LCL	Test results on the ACT/SAT

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Goal 2 Obj.	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	The district will offer a financial aid night for parents and students.	Counselor	November 2019	Staff from local college FAFSA	LCL	Sign in sheets and agendas from meeting
	Analysis to identify at-risk students to track carefully their successes or failures for earlier intervention.	Counselor Principal	August 2019 Evaluate every six weeks	Student assistance meeting documents	LCL	Classroom success
	Students desiring to drop out will receive alternative information for receiving diploma, such as GAP program.	Counselor Principal	As needed	Gap program information	LCL	Drop-out Rate improvement
	Provide incentive programs for attendance.	Classroom Teachers Principal's Secretary Principal	Weekly; every six weeks	List of incentives and awards	LCL	Improved attendance rate
	Through elective classes, add a variety of choices for students to select.	FFA Teacher Industrial Ed Teacher Technology Teacher Computer Teacher Elective teachers	August 2019 January 2020	Student schedules	LCL	Class selection

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Goal 3: Recruit, Support and Retain Teachers and Principals

OBJECTIVE 1: The teacher turnover rate will remain below 15%.

Goal I	Activity/ Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Attract and retain highly qualified teachers through advertising HQ positions.	Principal Superintendent	Summer 2019	Staff Lists HQ Documentation	LCL	Observable staff quality
	All teachers will be provided the opportunity to attend subject appropriate workshops/	Counselor Principal	As needed	PD Documentation	LCL	Workshop certificates/ documentation
	Teachers will be provided time for collaborative meetings CSS team from Region 18.	Core teachers Counselor Principal Tena Gray CSS Team – Region 18	August 2019 Evaluate every six weeks	Meeting Documents	LCL	Benchmark assessments State Assessment Results TEA TEKS

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	Secure instructional staff for college readiness classes for Math and English as mandated by	Superintendent Principal	Summer 2019	Staff Lists	LCL	Observable staff quality
	Offer a competitive salary schedule with health	Superintendent	August 2019	Staff Salary Schedules	LCL	Salary comparisons
	Provide teacher housing.	Superintendent	August 2019	List of teacher housing available		List of staff living in teacher housing

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Goal	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Provide a teacher retention stipend.	Superintendent		Requirements to receive stipend	T-IIA \$450	List of teachers receiving retention stipend
	The campus will implement a highly qualified plan if the campus highly qualified status is not 100%.	Superintendent	September 2019	Sample HQ plans	LCL	Plan developed, as needed
	Parents will be notified according to federal mandate if students are not being taught by a highly qualified	Superintendent	September 2019 As needed	Sample letter	LCL	HQ report Letters, as needed
	Highly Qualified Report will be presented at a	Superintendent	November 2019	HQ report	LCL	Board agenda and minutes

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Goal 4: Safe Learning Environment

Objective 1: Data from annual surveys will indicate that at least 85% of students are being taught in a safe learning environment.

Goal 4	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	Continue to provide a consistent discipline management plan for all students.	Classroom Teachers Principal Counselor	August 27 Evaluate every six weeks	Student Code of Conduct	LCL	Number of Discipline reports each six-weeks
	Continue to address unexcused absences and tardies.	Classroom Teachers Principal Counselor	August 27 Evaluate every six weeks	Attendance Policies	LCL	PEIMS report on absences Improved attendance rate
	Continue Parking lot monitoring and enforcing vehicle safety measures for all students.	Classroom Teachers Principal Counselor	August 27 Evaluate every six weeks		LCL	PEIMS report

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	CPI restraint training for various staff members.	SPED Teacher Counselor Principal	As needed.	Certificates from trainings	LCL	Training Records
	Review Emergency Procedure Plan. Give a copy to each staff member and practice procedures.	Superintendent Principal Counselor Teachers/Staff	Fall 2019	Emergency Procedures Manual	LCL	Success of practice and or discussion

Goal 4	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
	School-wide participation in Red Ribbon Week.	Student Council Advisor Student Council Members Counselor	October 2019	List of Red Ribbon Week activities	LCL	Classroom and student feedback
	Student Council-led activities to show importance of safety.	Student Council Advisor Student Council Members	Fall 2019	Copies of activities	LCL	Classroom and student feedback
	Regular training and practice for evacuation, fire, and lockdown procedures.	Principal Teachers Staff	August 2019 Evaluate every six weeks	List of dates of drills	LCL	Success of practice and drills
	Fire Prevention Week Activities.	Principal Counselor Teachers	Fall 2019	List of activities	LCL	Success of practice

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	District will implement a random drug-testing program for grades 7-12.	Superintendent Principal Athletic Director	August 2019 Evaluate every six weeks	Materials from drug testing vendor	LCL	Evaluation of test results as conducted
	Maintain a 0% dropout rate	Principal Counselor	As needed	List of dropouts	LCL	Annual Drop Out Rate
	Implement a homeless policy, as needed	Principal Counselor	As needed	PEIMS	LCL	Homeless Policy
	Coordinated School Health will be addressed and implemented based on the recommendations of the Superintendent	Superintendent Principal Counselor	August 2019 Evaluate every six weeks	Agendas, minutes and sign-in sheets from SHAQ meetings	LCL	Agendas, minutes and sign-in sheets from SHAQ meetings
Goal 4	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and	Evaluation
	Fitnessgram results will be used to plan activities of the comprehensive school health program.	Principal Counselor	Fall 2019	Fitnessgram results	LCL	Agendas, minutes and sign-in sheets from SHAQ meetings
	Drug Dogs will be used.	Superintendent Principal	September 2019 Evaluate every	Dates of drug dog visits	LCL	Results of drug dog visits
	Region 18 ESC will conduct a school safety audit every three	Superintendent	Every three years	Region 18 Staff	LCL	Results of safety audits
	Conduct Parent/Staff/Student Surveys	Superintendent Principal	February 2020	Surveys	LCL	Survey Results

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Goal 5: Parental and Family Engagement

Objective: Data from annual surveys will indicate that at least 85% of parents are satisfied with the level of engagement with school faculty and staff.

Goal	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
5						
	Parent notification of poor attendance.	Classroom Teachers Principal's Secretary Principal Counselor	August 2019 Evaluate every six weeks; contact daily for missed days	Attendance Records	LCL	Improved attendance rate

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	Information distributed to parents about attendance laws and loss of credit.	Classroom Teachers Principal's Secretary Principal	August 2019	Handbook	LCL	Improved attendance rate
	Update the school website for more efficient dissemination of information to parents and the community.	Technology Director	August 2019 Evaluate every six weeks	Website	LCL	Updated school website
	Send mid-point reports to students that are failing. Meet with parents if a conference is	Teachers Counselor Principal	September 2019 Evaluate every	Progress reports	LCL	Lists of parent conferences
Goal 5	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and	Evaluation
	Conduct Parent/Staff/Student Surveys	Superintendent Principal	February 2020	Surveys	LCL	Survey Results
	Implement a PTO program	Principal Counselor	Fall 2019		LCL	Organization and meeting documents
	Implement Parent Portal	Technology Director Counselor	Fall 2019	Online Portal	LCL	List of parents with user names and passwords
	Conduct Parent/Teacher conferences for students in grades K-8	Principal Counselor Teachers	Fall 2019	Parent Conference Agendas	LCL	Signature documents and conference schedule
	Communicate with parents in an understandable language	Principal Counselor	August 2019 Ongoing	Babelfish	LCL	Documents translated into other languages

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	State assessment results will be mailed to parents in an understandable language.	Principal Counselor	June 2020	State assessment results	LCL	Address labels Copies of letters
	The district will host at least one public meeting after receipt of the campus rating at a board of trustees meeting.	Superintendent	Fall 2019	State Accountability Documents	LCL	Board agenda and minutes

Grady ISD

Goal 6: Quality Professional Development

Objective: Teachers and paraprofessionals will participate in quality professional development that will provide strategies and resources that will result in students achieving a 3% increase the “Meets” scores in all grade levels and subject areas.

Goal	Activity/ Strategy	Person(s) Responsible	Timeline	Resources	Budget Code and Funding	Evaluation
6						

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	504 training to assist with needs of struggling students that qualify.	Superintendent Principal Counselor 504 Committee Classroom Teachers	Fall 2019	Training materials	LCL	Report Cards STAAR Results
	The campus will provide time for collaborative meetings with an academic coach and CSS team from Region 18 to address specific student needs.	Core teachers Counselor Principal Academic Coach CSS Team – Region 18	August 2018 Evaluate every six weeks	Conduct Parent/Staff/Student Surveys	Superintendent Principal	Minutes, agendas and sign-in sheets
	All teachers will be provided the opportunity to attend subject appropriate workshops/	Counselor Principal	As needed	PD Documentation	LCL	Workshop certificates/ documentation

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