

# Salado Intermediate School



## Campus Improvement Plan

...in progress

2010-2011

**Salado Independent School District  
District and Campus Development Plan  
2010– 2011**

**Mission and Objectives**

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 in the future in the social, economic, and educational 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.



- GOAL 1: Increase Student Achievement/Instructional Leadership
- GOAL 2: Provide a Safe Learning Environment
- GOAL 3: Maintain Highly Qualified and Highly Motivated Employees
- GOAL 4: Efficient and Effective Management of Resources
- GOAL 5: Involve Parents/Community in the Education Process

## SALADO INTERMEDIATE SCHOOL 2010-2011 GOALS AND OBJECTIVES

### MISSION STATEMENT

**The Salado Independent School District believes that all students can learn and can achieve mastery of basic grade-level skills. We believe that our district's purpose is to assure the highest possible level of academic performance and educational attainment for all of our students. We further believe that well-educated community is essential for economic health, quality of life, responsible families, and the continuation of democratic government.**

### SIS GOAL 1: Provide an array of services and programs to meet the individual needs of students.

- OBJECTIVES:**
- Use state and local data to provide appropriate curriculum pathways, which enhance a student's strengths and re-mediate weaknesses.
  - Identify at-risk students early on and provide appropriate intervention.
  - Reinforce positive achievements of every student.
  - Encourage student participation in school events, including extra-curricular activities, UIL, service programs, etc.
  - Develop TIER Program Interventions for at-risk and resource students

#### Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Student Assistance Program (SAP)	SAP Committee and Coordinator of Student Services (CSS)	September	May	SAP Notebook; bi-monthly meetings	\$ 0	Bi-monthly and end of year reviews by committee
Analyze TAKS objectives missed by students to guide instruction and tutoring	Classroom teachers	September	May	Team meetings, SAP meetings, tutorial documentation	\$0	TAKS 2010
Review and adjust modifications for dyslexia, 504 and Special Education students	GCS, CSS, Principal	August	May	504 Meetings GCS Binders ARD meetings Walk-thrus	\$0	Proper Modification Student Success in class and on TAKS
Rally to Read	RALLY teachers	September	May	Pre & Post Test with LIPS & GORT	District Budget and \$380 campus	Diagnostic Pre & Post
MTA Dyslexia Program	Dyslexia Teacher	August	May	Pre & Post Tests, observations	District Budget	Diagnostic Pre & Post
At-Risk ID	CSS, Principal, PEIMS Secretary	November	December	At-Risk List AEIS-it List	\$ 0	At Risk List with Criteria
Publish A-A&B Honor Rolls Village Voice	PEIMS and Front Office Secretaries	September (end of each 6-weeks)	May	Paper Articles	\$ 0	Student/Parent Input
Attendance Awards	PEIMS and Front Office	September	May	List of winners	\$0	Student/Parent Input

	secretaries, Principal, Teachers	(end of each 6-weeks)				
Benchmark testing (2x/year)	Curriculum director, classroom teachers	October	February	Benchmark data, tests	Technology Budget	Benchmark data
UIL Competition	UIL Coordinator and Coaches	November	January	Entry at UIL	\$1000	Competition results
Rachel's Challenge	Classroom Teachers and CSS	September	May	Chain links being displayed	\$1914.29	Student Observations
Improve RTI Program by utilizing more resources/ instructional strategies and maintaining more detailed documentation	CSS, Principal, GCS, and classroom teachers	November	May	RTI Model and Interventions	\$0	Implementation of model
Escalera	Salado Leadership Team, ESL Staff, Mentor Board	January	May	Tutoring notes	Leadership Budget; Transportation provided by SISD	Progress of ESL students
5 <sup>th</sup> Grade Science Inclusion Class	Principal, Special Education staff	August	May	Observations/test results during the year	Personnel Budget	TAKS results

## SIS GOAL 2: STUDENT PERFORMANCE-Students and teachers will strive for exemplary performance according to state standards.

**OBJECTIVE: Maintain exemplary scores on all standardized tests.**

### Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Benchmark Tests/TAKS Release tests	Principal/Staff/CD	October	February	Scantron 3000	Technology Budget	Teacher created
After school tutorials by teacher	Classroom teachers, GCS, ESL teachers	October	May	Classwork, homework, progress monitoring, benchmarks	District Budget	2011 TAKS
Implementation of CSCOPE Curriculum	Superintendent, Curriculum Director, Principal, Teachers	August	May	Lesson Plans, Walk-thrus, Professional Development	District Budget	2011 TAKS, Benchmark tests, Student Progress
Full Inclusion Model for Special Education and ESL Students	Regular Ed Teachers, ESL Teachers, Special Education Teachers, Principal	August	May	Lesson Plans, Walk-thrus, ARD Meetings, Professional Development	Personnel Budget	2011 TAKS, Benchmark tests, Student Progress
ELPS in Every Lesson	Teachers	August	May	Lesson Plans	\$0	2011 TAKS, Benchmark tests, Student Progress

**SIS GOAL 3: SAFE SCHOOLS - School campuses will maintain a safe, disciplined, and supportive environment conducive to student learning.**

- OBJECTIVES:**
- Provide a consistent discipline management plan.
  - Maintain internal and external cleanliness that will enhance student pride.
  - Develop and maintain mutual respect among students, staff, parents, administrators, and board.
  - Provide a comprehensive guidance/social services model to include conflict resolution, student assistance teams, and classroom guidance.

**Action Plan**

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Student Code of Conduct	SBDM, Principal, District, Teachers	June	July	Student Code of Conduct Distributed at Registration/On-line	\$ 0	Ongoing
Student Handbook	SBDM, Principal	August	July	On-line, distributed at Registration		Ongoing
Maintenance/Custodial Meetings	Principal, Campus Maintenance personnel, Custodial Director	August (as needed basis)	May	Work Requests	TBD	Building repair and cleanliness
Staff Meetings	Principal, staff	August	May	Monthly and as needed	\$ 0	Teacher Input
PTO Organization	Principal/Teachers/Parents	August	May	Monthly meeting minutes	\$ 0	Parent Input
Group and individual guidance counseling	CSS/CIS	August	May	Group meeting minutes	Budget	Students' behavior
Lunch groups, individual and group counseling, hygiene/clothing/food needs	CSS/CIS	August	May	Files	Grant	Students' behavior
Rachel's Challenge	CSS	September	May	Chain links and artwork being displayed	\$1914.29	Amount of chain links, decrease in office referrals, decrease in time spent on discipline during instruction, increased kindness among students
After School Detention	Staff	September	May	Rosters and referrals	\$0	Reduced tardies and increased completion of assignments

## SIS GOAL 4: SCHOOL & COMMUNITY- Utilize parent and community resources.

**OBJECTIVES:** Expand on the parent and community volunteer program.  
 Emphasize community information.  
 Personnel will demonstrate a positive and professional attitude toward students and parents.

### Action Plan

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Communities in Schools Program	CIS Site Director	August	May	Board of Directors position	District budget	CIS program files
Parent Teacher Organization	PTO President & Officers	August	May	PTO Minutes	\$0	Teacher Input
Village Voice	Teachers	On-going		Newspaper Articles	\$ 0	Parent Input
Student Directory	PTO	October		Directory	PTO Expense	Parent response
Update all e-mail addresses	Technology Director, PEIMS and Front Office secretaries	August	May	Directory	\$ 0	Parent response
GradeSpeed Software To Parents	Technology Director	September	January	Report Cards and Progress Reports	\$ Tech Budget	Parent & Teacher Survey
Volunteer Recognition	Principal and Staff	April – National Volunteer Week	May – Luncheon	Invitation letter/card	Activity account	Parent feedback
Salado Mentor Program	ESL teacher, CIS and CSS	September	May	Mentor Board Meetings, Mentor sign in sheet and weekly log	Mentor Board Budget	Student, staff and parent evaluations
Watch D.O.G.S.	Principal, Secretary, Staff, Watch DOGS core team	October	May	Surveys, sign-in, photos for WD Wall of Fame	\$300-\$500 – Principal's budget	On-line surveys
Escalera	ESL staff, Mentor Board	October	May	Tutoring Notes	Leadership/Mentor budget	Progress of ESL students

## SIS GOAL 5: SCHOOL PERSONNEL – Qualified and highly effective personnel will be recruited, developed, and retained.

**OBJECTIVES:** Provide incentives to recruit and retain quality teachers.  
 Recognize hard work, dedication, and accomplishments of staff.  
 Conduct periodic surveys of staff.

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
Teacher Morale/Social Committee	Principal and PTO	August	May	Luncheons, recognition	PTO budget, Activity budget	Teacher response
Frequent walk-thrus	Principal	August	May	Walk-thru form	\$0	Teacher feedback
Master's Degree Stipend	Salary Committee	December (1x)		Personnel pay scale	District	Teacher feedback
New Teacher Mentor Program	Curriculum Director, Principal, Staff	August	May	Observations	District	Teacher feedback

**SIS GOAL 6: SCHOOL TECHNOLOGY- Use technology to increase the effectiveness of student learning, instructional management and staff development.**

**OBJECTIVES:** Evaluate and revise the district's technology plan.  
 Maintain accurate data on all students withdrawing from SIS.  
 Utilize existing programs with more students.

**Action Plan**

Activity ~ Resource	Responsible Person	Time Begin	Time End	Documentation	Cost	Evaluation Formative & Summative
New Tech Equipment	Computer Technologist	On-going	May	Phones, computers, projectors, Elmo's, Document Cameras, Tablets, Scanners	Technology Budget	Technology Committee
GradeSpeed	Teachers, Technology Director	August	May	Service on-line	\$ 0	Teacher/Parent Survey
Lesson Plans On-line	Teachers, Principal	August	May	Service on-line	\$ 0	Teacher/Parent Survey
Improve access for students using: Kurzweil, Rosetta stone, Study Hall 101, Learning Profile, Parts & Charts, Spellbound, Study Island	Regular Ed. classroom teachers, GCS, ESL teachers, Special Education teachers	August	May	GCS records, lesson plans, RALLY	Technology Budget	TAKS 2010, class work, homework, benchmarks
Efficient Documentation of all Leavers	PEIMS Secretary	August - ongoing	May	Student cumulative folder, PEIMS data	Personnel Time	PEIMS report
Update enrollment forms	PEIMS and Front Office Secretaries	August – ongoing	May	Form, Chancery	Personnel Time	Administrative Review
Progress Reports Centralized	PEIMS Secretary	September	April	Progress report mailing	Personnel Time	Administrative Review

**SIS GOAL 7: ENGLISH LANGUAGE LEARNERS – Increase student performance on the 5<sup>th</sup> grade Science TAKS test and monitor Hispanic Special Education referrals.**

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 Identify at-risk students early on and provide appropriate intervention.  
 Reinforce positive achievements of every student.  
 Develop TIER Program Interventions for at-risk and resource students  
 Expand on the parent and community volunteer program.

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Rally to Read	RALLY teachers	September	May	Pre & Post Test with LIPS & GORT	District Budget and \$380 campus	Diagnostic Pre & Post

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