

AUBREY ISD

District Improvement Plan

2014/2015

"A Great Place to Learn"



Aubrey ISD
415 Tisdell Lane, Aubrey, TX 76227
940-668-0060

AUBREY ISD

Mission

The mission of Aubrey ISD is to provide an exemplary education to all students in a positive environment and to set high expectations for both students and teachers alike.

Vision

"A Great Place to Learn"

Nondiscrimination Notice

AUBREY 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.

AUBREY ISD Site Base

Name	Position
Ball, Matt	BES Parent
Bass, Tasha	AHS Teacher
Brown, Michelle	AMS Parent
Cardwell, Tammy	MES Teacher
Chauncey, Tracy	AHS Parent
Clark, Valerie	AMS Teacher
Cox, David	BES Teacher
Dickson, Jody	MES Teacher
Earwood, Kim	BES Teacher
Gallagher, Brandee	AHS Teacher
Garner, Richard	AMS Dean of Students
Gillum, Jona	AMS Counselor
Gillum, Lezlie	MES Teacher
Griffin, Ryan	BES Teacher
Hazen, Jennifer	Librarian
Holliday, Tami	AHS Community Member
Holloway, Susan	Student Services Director
Johnson, Kathi	EBLC Teacher
Klingsporn, Bonnie	BES Community Member
Lahmann, Liz	BES Parent
Lott, Connie	Brockett Principal
Lowman, Jana	MES Principal
Mccall, Dianah	AMS Teacher
Mcnabb, Terrie	Assistant Superintendent
Molinar, Monica	ESL Coordinator
Morgan, Mendy	AMS Parent
Morris, Deann	AMS Community Member
Murray, Krys	MES Community Member
Murray, Steve	MES Community Member

AUBREY ISD Site Base

Name	Position
Neitzschman, Ted	MES Parent
Parker, Kim	BES Teacher
Ray, Lindsey	MES Teacher
Reding, Dana	AMS Teacher
Reid, Robbie	BES Community Member
Sanders, Deborah	Superintendent
Saylor, Shannon	HS Principal
Shearer, Heather	BES Business Member
Stringer, John	AHS Business Member
Thetford, Suzanne	AMS Teacher
Watson, Ben	BES Business Member
Watson, Cody	MES Business Member
Wilson, Betty	AMS Business Member
Wimbrough, Penny	AHS Teacher
Wooley, Carol	SST Coordinator
Wright, Karen	AMS Principal
Yarbrough, Tracy	AHS

District Standardized Test Results

3 - EOC Preliminary Scores

3rd Reading	Number of Students 2014	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	160	95	91	76	29	27	17
Male	79	93	89	74	27	29	15
Female	81	96	93	78	30	25	18
Black or African American	9	83	89	63	17	22	9
Hispanic/Latino	27	92	85	71	13	15	10
White	119	96	92	87	32	29	27
Free/Reduced Meals	50	85	90	67	13	16	8
3rd Math	Number of Students 2014	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	160	85	81	70	18	17	16
Male	79	82	80	70	15	20	16
Female	81	87	83	70	21	14	15
Hispanic/Latino	27	88	81	67	4	11	12
Black or African American	9	67	67	53	17	22	7
White	119	85	82	80	21	18	21
Free/Reduced Meals	50	74	80	62	5	8	10
4th Reading	Number of Students Tested 2014	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	162	88	90	74	26	25	18
Male	82	86	85	71	24	20	16
Female	80	91	95	77	28	31	20
Hispanic/Latino	25	78	80	69	17	20	12
Black or African American	6		83	62		17	10
White	128	92	92	84	28	27	27
Free/Reduced Meals	42	74	86	65	14	17	10
4th Math	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	161	77	86	70	16	22	20

Male	81	77	81	70	14	23	20
Female	80	79	90	71	18	21	20
Hispanic/Latino	24	54	83	66	4	21	16
Black or African	6		50	53	0	17	9
White	128	84	88	80	20	22	28
Free/Reduced Meals	41	64	71	62	9	12	13

4th Writing	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	161	79	85	73	6	7	6
Male	81	69	77	68	3	4	4
Female	80	88	94	79	8	10	9
Hispanic/Latino	24	87	83	69	0	0	4
Black or African	6		67	63	0	17	3
American							
White	128	78	87	81	7	7	10
Free/Reduced Meals	43	73	70	65	4	5	3

5th Science	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	152	85	93	73	24	17	11
Male	66	87	95	76	25	21	12
Female	86	83	92	71	24	14	9
Hispanic/Latino	27	80	93	68	10	7	7
Black or African	3			59			4
American							
White	119	87	93	86	28	19	17
Free/Reduced Meals	49	73	88	65	13	8	6

6th Reading	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	150	90	91	77	37	31	15
Male	81	86	89	74	35	26	13

Female	69	94	94	80	39	36	17
Hispanic/Latino	22	78	68	71	22	27	9
Black or African American	2	80		68	40		8
White	125	93	95	88	41	31	24
Free/Reduced Meals	39	74	82	69	11	15	7
6th Math	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	149	85	93	79	32	27	17
Male	82	79	95	77	29	26	18
Female	67	92	91	80	36	28	17
Hispanic/Latino	20	71	75	74	13	15	12
Black or African American	2	100		66	40		8
White	126	88	96	88	37	29	26
Free/Reduced Meals	37	67	92	72	14	22	10
7th Reading	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	142	88	92	75	23	37	19
Male	71	88	87	72	23	32	18
Female	71	88	97	78	23	41	21
Hispanic/Latino	23	92	83	68	8	26	12
Black or African American	7	100		66		43	11
White	109	87	92	87	24	39	31
Free/Reduced Meals	29	86	72	65	14	14	10
7th Math	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	100	77	79	67	15	7	11
Male	53	79	75	67	18	8	11
Female	47	75	83	68	13	6	11
Hispanic/Latino	23	77	65	61	8	13	7
Black or African American	5	80		54		0	4
White	71	76	83	81	15	6	18
Free/Reduced Meals	26	67	62	58	14	4	5
7th Writing	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	140	77	86	70	3	14	6

Male	70	71	76	63	1	14	4
Female	70	84	96	78	4	14	9
Hispanic/Latino	23	77	78	64	0	4	3
Black or African American	7		86	63		14	3
White	107	76	87	82	2	16	10
Free/Reduced Meals	28	70	68	61	3	7	2
8th Social Studies	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	150	81	81	62	27	17	14
Male	85	87	82	65	37	25	16
Female	65	74	78	58	16	8	11
Hispanic/Latino	15	58	73	53	21	0	8
Black or African American	6	80	83	51	20	0	7
White	127	84	81	76	29	20	22
Free/Reduced Meals	35	68	74	50	19	6	6
8th Science	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	149	91	91	71	21	36	20
Male	85	93	94	73	25	36	22
Female	64	89	86	69	17	34	17
Hispanic/Latino	15	80	93	64	10	20	13
Black or African American	6	80	67	59	0	33	9
White	126	93	91	84	25	37	31
Free/Reduced Meals	35	87	86	61	16	29	11

Biology	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	137	98	98		10	11	
Male	70	97	97		12	10	
Female	67	99	99		9	12	
Hispanic/Latino	21	97	100		5	5	

Black or African American	6	100	100	0	0		
White	108	98	97	13	12		
Free/Reduced Meals	34	96	100	4	6		
US History	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	108		99			24	
Male	54		98			35	
Female	54		100			13	
Hispanic/Latino	15		100			7	
Black or African American	1						
White	83		99			25	
Free/Reduced Meals	12		100			8	
English 1	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	137	R85,W66	77		R20,W1	9	
Male	70	R80,W55	77		R14,W0	6	
Female	67	R89,W77	76		R25,W2	12	
Hispanic/Latino	22	R82,W65	73		R16,W3	0	
Black or African American	6		67			17	
White	107	R87,W68	78		R23,W1	10	
Free/Reduced Meals	35	R77,W56	66		R6,W0	0	
English 2	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	145	R91,W63	90		R31,W1	5	
Male	64	R91,W57	86		R27,W2	2	
Female	81	R91,W70	93		R36,W0	7	
Hispanic/Latino	40	R91,W64	85		R36,W0	3	
Black or African American	2						
White	99	R91,W64	92		R30,W1	6	
Free/Reduced Meals	35	R87,W53	80		R20,W0	0	
Algebra 1	Number of Students 2014 Tested	Aubrey % Level II: Satisfactory 2013	Aubrey % Level II: Satisfactory 2014	State % Level II: Satisfactory 2014	Aubrey % Level III: Advanced 2013	Aubrey % Level III: Advanced 2014	State % Level III: Advanced 2014
All Students	136	97	98		28	27	
Male	66	98	98		28	30	
Female	70	97	97		28	24	

Hispanic/Latino	19	97	100	18	11
Black or African American	4	100		0	
White	111	97	97	32	30
Free/Reduced Meals	36	98	100	23	19

Texas Primary Reading Inventory 2009-2014

Monaco Elementary—Kindergarten

81 Students Tested (2013-2014)

Task	2014	2013	2012	2011	2010	2009
Rhyming	94%	95 %	93 %	93 %	99 %	92 %
Blending Word Parts	96%	97 %	97 %	97 %	97 %	89 %
Blending Phonemes	95%	96 %	97 %	96 %	96 %	85 %
Deleting Initial Sounds	90%	86 %	85 %	80 %	91 %	75 %
Deleting Final Sounds	74%	77 %	85 %	61 %	73 %	65 %
Letter Name ID	99%	99 %	100 %	99 %	99 %	98 %
Letter to Sound Linking	98%	99 %	96 %	99 %	99 %	98 %
Listening Comprehension	93%	90 %	93 %	83 %	75 %	67 %
Word List Set # 1 (% all students <u>4/5</u>)	91%	86 %				
Word List Set # 2 (% all students <u>4/5</u>)	62%	58 %				

Texas Primary Reading Inventory 2009-2014

Monaco Elementary—1st Grade

(76 Students Assessed 2013-2014)

Task	2014	2013	2012	2011	2010	2009
Blending Word Parts	100%	100 %	99 %	100 %	97 %	98%
Blending Phonemes	97%	100 %	99 %	99 %	91 %	92 %
Deleting Initial Sounds	93%	98 %	96 %	97 %	72 %	66 %
Deleting Final Sounds	90%	93 %	91 %	92 %	67 %	62 %
Initial Consonant Substitution	100%	100 %	100 %	100 %	98 %	98 %
Final Consonant Substitution	100%	100 %	100 %	100 %	97 %	96 %
Medial Vowel Substitution	100%	100 %	100 %	100 %	93 %	92 %
Initial Blend Substitution	99%	99 %	96 %	100 %	90 %	82 %
Final Blend Substitution	95%	94 %	93 %	96 %	84 %	82 %
Fluency (% all students <u>above 60</u> WCPM)	70%	64 %	74 %	75 %	66 %	66%
Fluency (% all students <u>above 50</u> WCPM)	76%	73 %	75 %			
Fluency (% all students <u>above 40</u> WCPM)	80%	81 %	84 %			
Fluency (% all students <u>above 30</u> WCPM)	91%	90 %	93 %			
Reading Comp # 1	86%	85 %				
Reading Comp# 2	57%	52 %				
Word List # 1	99%	98 %				
Word List # 2	95%	94 %				
Word List # 3	89%	90 %				
Word List # 4	89%	82 %				

Texas Primary Reading Inventory 2009-2014

Monaco Elementary—2nd Grade

(73 Students Assessed 2013-2014)

Task	2014	2013	2012	2011	2010	2009
Graphophonemic Knowledge & Spelling <i>(add 4 sets, div by 4)</i>	82%	91 %	74%	82 %	67 %	77 %
Spelling Set # 1	97%	93 %				
Spelling Set # 2	78%	92 %				
Spelling Set # 3	87%	95 %				
Spelling Set # 4	65%	84 %				
Word List # 1	98%	97 %				
Word List # 2	88%	95 %				
Word List # 3	92%	90 %				
Word List # 4	81%	85 %				
Read Last Story Comprehension	86%	90 %				
Fluency (% all students above 87 WCPM)	48%	63 %				
Fluency (% all students above 80 WCPM)	63%	74 %				
Fluency (% all students above 70 WCPM)	72%	78 %				
Reading Comprehension	89%					

Texas Primary Reading Inventory 2009-2014

Brockett Elementary—Kindergarten

83 Students Tested (2013-2014)

Task	2014	2013	2012	2011	2010	2009
Rhyming	98%	97 %	92 %	91 %	96 %	88 %
Blending Word Parts	96%	93 %	96 %	94 %	92 %	83 %
Blending Phonemes	96%	93 %	91 %	94 %	92 %	77 %
Deleting Initial Sounds	94%	92 %	81 %	79 %	76 %	52 %
Deleting Final Sounds	81%	70 %	53 %	45 %	35 %	33 %
Letter Name ID	98%	99 %	96 %	99 %	98 %	98 %
Letter to Sound Linking	98%	99 %	96 %	98 %	95 %	93 %
Listening Comprehension	88%	90 %	94 %	84 %	78 %	64 %
Word List Set # 1 (% all students <u>4/5</u>)	90%	85 %	81 %	75 %		
Word List Set # 2 (% all students <u>4/5</u>)	58%	39 %	52 %	33 %		

Texas Primary Reading Inventory 2009-2014

Brockett Elementary—1st Grade

(82 Students Assessed 2013-2014)

Task	2014	2013	2012	2011	2010	2009
Blending Word Parts	100%	99 %	99 %	100 %	99 %	100 %
Blending Phonemes	96%	95 %	99 %	99 %	95 %	95 %
Deleting Initial Sounds	95%	99 %	99 %	97 %	72 %	67 %
Deleting Final Sounds	90%	92 %	91 %	94 %	66 %	62 %
Initial Consonant Substitution	100%	100 %	100 %	100 %	100 %	100 %
Final Consonant Substitution	100%	100 %	99 %	100 %	99 %	100 %
Medial Vowel Substitution	100%	100 %	99 %	99 %	98 %	98 %
Initial Blend Substitution	98%	99 %	98 %	96 %	87 %	92 %
Final Blend Substitution	97%	91 %	91 %	94 %	85 %	88 %
Fluency (% all students <u>above 60</u> WCPM)	55%	66%	64 %	71 %	51 %	52 %
Fluency (% all students <u>above 50</u> WCPM)	70%	73 %	75 %			
Fluency (% all students <u>above 40</u> WCPM)	85%	77 %	84 %			
Fluency (% all students <u>above 30</u> WCPM)	90%	89 %	93 %			
Reading Comp # 1	93%	84 %	91 %	91 %	91 %	76 %
Reading Comp# 2	59%	53 %	60 %	60 %	51 %	50 %
Word List # 1	96%	96 %	91 %	96 %		
Word List # 2	89%	84 %	82 %	87 %		
Word List # 3	79%	86 %	85 %	85 %		
Word List # 4	89%	86 %				

Texas Primary Reading Inventory 2009-2014

Brockett Elementary—2nd Grade

(86 Students Assessed 2013-2014)

Task	2014	2013	2012	2011	2010	2009
Graphophonemic Knowledge & Spelling <i>(add 4 sets, div by 4)</i>	69%	81 %	66 %	82 %	67 %	77 %
Spelling Set # 1	86%	96 %	94 %	93 %		
Spelling Set # 2	65%	73 %	57 %	79 %		
Spelling Set # 3	69%	76 %	57 %	84 %		
Spelling Set # 4	56%	77 %	57 %	75 %		
Word List # 1	94%	99 %	96 %	97 %		
Word List # 2	85%	92 %	88 %	90 %		
Word List # 3	84%	86 %	85 %	93 %		
Word List # 4	81%	75 %	80 %	85 %		
Read Last Story Comprehension	92%	86 %	74 %	87 %	71 %	74 %
Fluency (% all students above 87 WCPM)	48%	64 %	67 %	87 %	71 %	74 %
Fluency (% all students above 80 [80-86] WCPM)	60%	71 %	70 %			
Fluency (% all students above 70 [70-79] WCPM)	73%	80 %	77 %			
Reading Comprehension	92%	85 %	88 %	93 %	76 %	79 %

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Decreased dropout rate

Teacher/Student ratios

Attendance rates

Demographics Weaknesses

Address needs of students and staff in response to increasing mobility rates

Address needs of increasing student enrollment

Address the needs of changing demographic

Demographics Needs

Demographics Need 1 Support services for students in response to increased mobility

Training for teachers in response to increased mobility rates and changing demographic.

Address the needs of a changing demographic with staff training

Student Achievement

Comprehensive Needs Assessment

Student Achievement Strengths

7th Grade Telpas scored advanced and advanced high

CHOICES program successfully helped students with requirements

Free and reduced lunch students are 72% 7th grade reading and 68% writing passing on STAAR. All other areas are in the mid 60's for that sub pop. Well above state average.

In the area of language arts, the free and reduced lunch subpop are passing.

Science and math STAAR scores were exceptional at the middle and high school level .

ACT English is higher than other subjects. 61% were ready for college class work in this area.

3rd grade Reading

5th grade Science, Reading, Math

Student Achievement Weaknesses

Weakness in math at the middle school level

8th grade failure rate higher than 6th or 7th

English 1 STAAR scores were lower than 2013 scores

keyboarding class would be beneficial for our students at the elementary/ middle school level

Increase expository texts and writing in grades 4-8. This will help improve writing scores to the higher ends, 6,7, and 8s.

Hispanic sub pop in reading and math shows weakness between 2013-2014.

Freshman lead in the number of classes failed at the high school level.

Eighth grade leads in failure rates at the middle school level.

SRA scores for 6th grade SS 0% passed. Average score 35%.

Comprehensive Needs Assessment

Student Achievement Weaknesses (Continued)

SRA scores for 7th grade SS 0% passed. Average score 32%.

3rd and 5th grade writing scores low

Online writing opportunities

Scaffold SS into other curriculum

Grade 2 TPRI shows issues with phonics

Student Achievement Needs

Hispanic sub pop in reading and math at the middle school level needs to raise achievement levels to an 8 point discrepancy.

Reduce failure rate in eighth grade to a more comparative level to other grades.

Increase expository texts and writing in grades 4-8 to help raise STAAR scores on writing tests.

Keyboarding needs to become a skill that is mastered before middle school to assist basic college readiness standards.

SRA scores for social studies at the middle school level were unacceptable.

Increase opportunities for online writing practice

Expository writing through cross curricular activities to include Social Studies

School Culture and Climate

School Culture and Climate Strengths

Comprehensive Needs Assessment

Attendance - overall avg. staying at 96%

Positive and encouraging work environment

Commitment to doing quality work

Teachers feel that they get to do their best everyday

District cares about student learning

Parent involvement

Teachers as positive role models for students

Students feel safe

Decrease in discipline referrals in middle school as a result of implementation of Capturing Kids Hearts

Parents feel welcome in their child's school

School Culture and Climate Weaknesses

Teacher and parent training on importance of attendance policies and the impact on funding

Teacher recognition by administration and peers

Continue to gain technology for teacher and student use

Implement Capturing Kids Hearts at High School and Elementary levels

Continue safety drills monthly at all campuses

Increase parent participation in survey

Increase parent participation in parent training

Parent conferences in fall and spring

Comprehensive Needs Assessment

School Culture and Climate Weaknessess (Continued)

Continue drug awareness programs at all levels

School Culture and Climate Needs

Parent conferences in fall and spring

Continue drug awareness programs at all levels

Variety of parent trainings - attendance, STAAR, drug awareness, etc.

Continue to build school culture by all campuses being trained in Capturing Kids Hearts

Continue teacher and staff recognition through a variety of ways through both administration and peers

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Work environment

Colleagues are committed to doing quality work

Mentoring

New Teacher Academy

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Weaknessess

Salary

Staff Quality, Recruitment and Retention Needs

Increase Salary

Family and Community Involvement

Family and Community Involvement Strengths

Stakeholders feel welcome in our schools

The district uses multiple forms of communication.

Effective use of district-site based to involve more parent and community members.

Family and Community Involvement Weaknessess

Create student incentives for parent participation in campus/district surveys

Increase effort to communicate with community members possibly by including more in the local newspapers, because a lot of people do read online.

Family and Community Involvement Needs

Comprehensive Needs Assessment

Create student incentives for parent participation in surveys

Increase efforts for participation in surveys

Increase efforts to communicate with community members by various methods

School Context and Organization

School Context and Organization Strengths

Communications to parents

Parent Portal

School Context and Organization Weaknesses

Communications to parents via options

More site-based meetings per campus

Review snow days in calendar (last day)

Continue to increase support services to at-risk students.

in order to reduce the numeral of referrals to special services

School Context and Organization Needs

Continue to increase support services to at-risk students in order to reduct the number of referrals to special services.

Comprehensive Needs Assessment

School Context and Organization Needs (Continued)

Review snow days in calendar (last day)

More site-base meetings per campus.

Allow parents to have choices regarding form of communication (hard copy vs. elec.)

Technology

Technology Strengths

Security cameras on campuses

Technology Weaknessess

Computer use across curriculum

Internet speed

Technology Needs

Student to computer ratio

Computer use across curriculum

Internet speed

Comprehensive Needs Assessment Data Sources

ACT/SAT Data
Community Demographics
Community Input
Discipline Referrals
District Policies
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Graduation Records
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Safe Schools Checklist
Special Programs Evaluations
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Staff Development
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Standardized Tests
Survey and Interviews of Students/Staff/Parents
Teacher Turnover Rates

AUBREY ISD

Goal 1. Cultivate a positive learning environment that celebrates success, fosters school pride and spirit, and consistently promotes excellence for today, tomorrow and the future.

Objective 1. Each campus will hold ceremonies to celebrate student/school achievements each nine weeks.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will come up with a list of achievements to celebrate during the year. (Target Group: All) (NCLB: 4)	Counselor(s), Principal, Teacher(s)	Sept 2015		Summative - A list of achievements that were celebrated.
2. A ceremony is set up each nine weeks and publicized to the campus and parents. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Principal	End of each nine weeks	(S)Local Funds - \$1,000	Summative - An event calendar and a parent announcements.

AUBREY ISD

Goal 1. Cultivate a positive learning environment that celebrates success, fosters school pride and spirit, and consistently promotes excellence for today, tomorrow and the future.

Objective 2. Attendance at athletic events, band concerts, and open houses will increase by 25%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Hold two pep rallies by the HS at the elementary campuses and middle school by February 2015. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Athletic Director, Cheer Sponsor, Principal	Sept. 30, Oct. 30, Nov. 30, Dec. 19, Jan. 30, Feb		Summative - Agendas for all Six Pep Rallies.
2. Establish a committee per campus to promote school spirit. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Principal	September 2014	(S)Local Funds - \$1,000	Summative - Agendas and minutes from four committee meetings.
3. Design and promote a special "Friday" spirit shirt. (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), Athletic Director, Band Director, Spirit Parent	August 19,2014	(S)Local Funds - \$2,000	Formative - % of Staff and Students who wear their spirit shirts each Friday.
4. Set up an event at all home football games to honor a group of students such as perfect attendance, Junior FFA Members, student councils at each school, etc. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Student Council Sponsors	August 2014 to Nov. 2014		Summative - Events Calendar which includes organization honored at half time of the home varsity football games.
5. Have representatives from high school and middle school groups (Athletics, Band, BETA, etc) visible at the lower grades. For example, opening doors at elementary car drop off. (Target Group: All) (NCLB: 4)	Athletic Director, Band Director, Principal, Student Council Sponsors	August 2014 - May 2015		Summative - Event calendars, photos, parent surveys

AUBREY ISD

- Goal 1.** Cultivate a positive learning environment that celebrates success, fosters school pride and spirit, and consistently promotes excellence for today, tomorrow and the future.
- Objective 3.** One field trip per grade level will be connected to careers discussed and explored in the student's lessons.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Grade level teachers will plan lessons together to discuss career options that will fit in with their curriculum. (Title I SW: 3) (Target Group: All) (NCLB: 4,5)	Principal, Teacher(s)	By Oct. 2014	(L)Library Resources, (L)Materials	Formative - Lesson plans with connecting careers.
2. Grade level teachers will meet to set up a field trip with some type of career connection to take place prior to Spring Break. (Title I SW: 3) (Target Group: All) (NCLB: 4,5)	CTE Director, Principal, Teacher(s)	Oct. 2014	(S)Local Funds - \$2,000	Summative - Written evaluation of the experience by the students.
3. All campuses will set aside at least one day to promote careers. (Title I SW: 3) (Target Group: All) (NCLB: 4,5)	Counselor(s), Principal	August 2014 - May 2015	(L)Library Resources, (L)Materials, (S)Local Funds - \$2,000	Summative - Agendas or event plans

AUBREY ISD

Goal 1. Cultivate a positive learning environment that celebrates success, fosters school pride and spirit, and consistently promotes excellence for today, tomorrow and the future.

Objective 4. AISD will promote a safe school environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. AISD will update the emergency operations plan and train all staff on procedures. (Title I SW: 4) (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), Principal, SRO Officer, Teacher(s)	August 2014 - May 2015	(S)Local Funds - \$2,000	Summative - Copy of the plan.
2. Provide Date Violence Training for Administrators, Counselors and Teachers. (Title I SW: 4,10) (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), Counselor(s), SRO Officer	August 2014 - May 2015		Summative - Training agendas
3. Provide Date Violence Training for students through their regular schedule. (Target Group: All) (NCLB: 4)	Counselor(s), CTE Director, Principal	January 2015 - April 2015	(L)Materials	Summative - Lesson Plans
4. Promote National Teen Dating Violence Awareness and Prevention Week. (Title I SW: 3) (Target Group: All) (NCLB: 4)	Counselor(s), CTE Director, Principal	January 2015 - April 2015	(S)Local Funds	Summative - Student Surveys
5. District Police Chief is present and available to all campuses. (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), SRO Officer, Superintendent(s)	August 2014 - May 2015	(S)Local Funds - \$60,000	Summative - Surveys, calendars, schedule of events
6. The District Police Chief will meet in groups with all students at the middle/elementary campuses to discuss his role in the district. (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), SRO Officer, Superintendent(s)	August 2014 - December 2014	(L)Materials	Summative - Calendar of events

AUBREY ISD

Goal 1. Cultivate a positive learning environment that celebrates success, fosters school pride and spirit, and consistently promotes excellence for today, tomorrow and the future.

Objective 5. Each campus participates actively in academic competitions such as UIL, Robotics, AcaDec, Battle of the Books, etc.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will publicize availability and promote participation in academic competitions to students and parents. (Title I SW: 6) (Target Group: All) (NCLB: 4,5)	Principal	August 2014 - May 2015		Summative - Newsletters, social media posts

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 1. All student populations will achieve 90% mastery on all STAAR tests.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide extended learning opportunities for students not mastering the curriculum at elementary through tutorials, summer school, extended day, reading strategies, and multi-sensory training. (Title I SW: 1,2,3,8,9,10) (Target Group: H, ECD, ESL, Migrant, SPED, AtRisk, 504) (NCLB: 1,2,5)	Counselor(s), Principal, Teacher(s)	August 2014- July 2015	(S)Local Funds, (S)State Compensatory - \$378,432	Summative - Tutorial lists and attendance, summer school enrollment, special programs attendance, STAAR results, benchmark results.
2. Provide extended learning opportunities for students not mastering curriculum at the Middle and High Schools through extended day, tutorials, accelerated classes, summer school. (Title I SW: 1,2,3,8,10) (Target Group: H, ECD, ESL, Migrant, SPED, AtRisk, 504) (NCLB: 1,2,5)	Counselor(s), Principal, Teacher(s)	August 2014 - July 2015	(S)Local Funds, (S)State Compensatory - \$70,478	Summative - Tutorial lists and attendance, accelerated class rosters, summer school enrollment.
3. Continue to early identify students in need of assistance and continue intervention strategies such as literacy groups. (Title I SW: 1,2,3,8,10) (Target Group: H, ECD, AtRisk) (NCLB: 1,2,5)	ELA Coordinator, Principal, Teacher(s)	Aug. 2014, Sept. 2014, Oct. 2014, Nov. 2014	(F)Title I - \$45,247, (S)Local Funds - \$6,288	Summative - Tier I and II lists and rosters for intervention strategies, RTI Information
4. Provide intensive instructional support to identified at-risk students. Such as: employ instructional aides, enabling certified, pre-k, k, and inclusion teachers to work more closely with students. Provide CM/Inclusion for 504/at-risk students, provide a certified teacher in DAEP, and provide inclusion support by ESL teacher as the schedule allows. (Title I SW: 1,2,3,8,10) (Target Group: H, ECD, ESL, SPED, AtRisk, 504) (NCLB: 1,2,5)	ELA Coordinator, Principal, Special Ed Teachers, Teacher(s)	August 2014 - July 2015	(F)Title III Bilingual / ESL - \$20,000, (S)State Compensatory - \$144,873	Summative - Test scores, retention rates, campus reort cards, grade reports, discipline records, master schedule.
5. Provide a Student Support Team Coordinator and an ELA Teacher Leader to model and monitor instruction. (Title I SW: 1,2,3,4) (Target Group: AtRisk) (NCLB: 3)	Assistant Superintendent(s)	August 2014 - May 2015	(F)Title I - \$26,100, (S)State Compensatory - \$52,970	Summative - Walkthroughs, PDAS evaluations, Sped Referrals, Grades.

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 1. All student populations will achieve 90% mastery on all STAAR tests.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Enhance writing and reading alignment throughout all grade levels. (Title I SW: 1,2,3) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), ELA Coordinator, Principal	August 2014 - May 2014	(F)Title I	Summative - PLC Committee minutes, Sign-in sheets, standardized test results, walk-throughs.
7. Increase student experience with expository text in reading and writing in grades K-8. (Title I SW: 1,2,3) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), ELA Coordinator, Principal, Teacher(s)	August 2014 - May 2015	(F)Title I	Summative - standardized test scores
8. All teachers offer tutorials outside of the school day. (Title I SW: 1,2,3) (Target Group: H, ECD, ESL, Migrant, SPED, AtRisk, 504) (NCLB: 1,2,5)	Counselor(s), Principal, Teacher(s)	Spring 2015	(S)Local Funds - \$100,000	Summative - tutoring logs and attendance standardized test results.
9. All staff are supportive of students attending before or after school tutorials. (Title I SW: 3,9,10) (Target Group: All) (NCLB: 1)	Teacher(s)	Aug 2014 - June 2015	(L)Materials	Summative - Tutoring logs, shared student lists
10. Incorporate a wide variety of tutorial techniques. (Title I SW: 1,2,3,10) (Target Group: H, ECD, ESL, Migrant, SPED, AtRisk, 504) (NCLB: 1,2,5)	Principal, Teacher(s)	Jan 2015- May 2015	(L)Library Resources, (L)Materials, (S)Local Funds	Summative - walkthroughs
11. Continue to add professional staff to support at-risk students to decrease the number of personnel on shared campuses. (Title I SW: 10) (Target Group: AtRisk) (NCLB: 1)	Superintendent(s)	September 2014	(S)Local Funds	Summative - standardized test results for at-risk students

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 2. All student populations will maintain 96.5% attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Track student attendance and refer excessive absences to court system. (Title I SW: 1) (Target Group: AtRisk) (NCLB: 5)	PIEMS Coordinator, Principal, Registrar, SRO Officer	August 2014- August 2015	(S)Local Funds	Summative - average daily attendance, court documents, referral records.
2. Provide training and materials to parents about attendance requirements for optimum learning and funding along with health prevention strategies. (Title I SW: 6) (Target Group: AtRisk) (NCLB: 4,5)	Assistant Principal(s), School Nurse	August 2014 - May 2015	(S)Local Funds	Summative - average daily attendance training materials and sign in health prevention materials and resources
3. Create an incentive program at all campuses to improve attendance. Improve methods to increase attendance rates, including but not limited to phone calls to parents and rewards for good attendance. Offer incentives such as raffles, drawings per grade levels, etc. (Title I SW: 6) (Target Group: AtRisk) (NCLB: 4,5)	Principal	August 2014-May 2015	(S)Local Funds - \$2,000	Summative - attendance reports
4. Review calendar snow days. (Title I SW: 1) (Target Group: All)	Site Base Committee	Jan 2015	(L)Materials	Summative - Final calendar is board approved

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 3. 70% of all eligible students will take ACT/SAT and score at or above state criteria.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incorporate SAT/ACT/TSI practice problems within the curriculum at high school. (Title I SW: 1) (Target Group: H, ECD, GT) (NCLB: 1,2,5)	Principal, Teacher(s)	August 2014 - May 2015	(L)Materials	Summative - SAT/ACT/TSI Score Reports, class grades, lesson plans.
2. Offer PSAT or similar programs for middle school students to assist in ACT/SAT preparation. (Title I SW: 1) (Target Group: H, ECD, GT) (NCLB: 1,2,5)	Counselor(s), CTE Director, Principal	December 2014		Summative - tests completed and parents notified of results

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 4. Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide mentors for at-risk students. (Title I SW: 9) (Target Group: AtRisk) (NCLB: 4,5)	Counselor(s), Principal	August 2014 - May 2015		Summative - Failure lists, discipline referrals, mentor time logs.
2. Continue the "Choices" Program at the high school for at-risk students. (Title I SW: 1,2,9,10) (Target Group: AtRisk) (NCLB: 5)	Principal, Teacher(s)	August 2014 - May 2015	(S)Local Funds, (S)State Compensatory - \$49,050	Summative - Graduation rates from "choices" program

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 5. All student populations will receive at least 15% above state average on all state standardized tests.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Target English Language Learners and Economically Disadvantaged student populations with instructional strategies such as one-on-one and small group tutoring. (Title I SW: 1,2,3,10) (Target Group: H, ECD) (NCLB: 1,2,5)	ELA Coordinator, ELL Coordinator, Principal, Teacher(s)	August 2014-April 2015	(S)Local Funds	Summative - Tutorial lists and attendance log, TELPAS results, Standardized test scores, DMAC, grades.
2. Utilize tutoring tools such as Study Island to meet the needs of students in core academics. (Title I SW: 1,9) (Target Group: H, ECD, AtRisk)	Principal, Teacher(s)	October 2014-May 2015	(S)Local Funds, (S)State Compensatory - \$12,300	Summative - Study Island progress measures, standardized test scores, student report cards
3. Schedule parent conferences based on benchmark scores. (Title I SW: 6) (Target Group: H, ECD, AtRisk) (NCLB: 1,2,5)	Principal, Teacher(s)	October 2014		Summative - Parent Conference Agendas, sign in sheets
4. Professional Learning Communities work to vertically align curriculum and to analyze data to ensure instruction increases student learning. (Title I SW: 1,2,3,4) (Target Group: All) (NCLB: 1,2,5)	Assistant Superintendent(s), Principal, Teacher(s)	Sept. 2014, Oct. 2014, Nov. 2014, Dec. 2014	(S)Local Funds - \$11,000	Summative - PLC meeting sign in sheets, agenda, minutes; Standardized test score results

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 6. Provide curriculum that will engage all students in completing a program of study which will be challenging and prepare them for a career path.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Require 90% of students to master technology skills at grade 8. (Title I SW: 1,2) (Target Group: All) (NCLB: 5)	Campus Technology Coordinator, Principal, Teacher(s)	August 2014, December 2014, May 2015	(S)Local Funds	Summative - Grade 8 technology assessment, Star Chart, BrightBytes Survey, Student Surveys.
2. Incorporate career education into the curriculum to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities. (Title I SW: 1,3) (Target Group: AtRisk) (NCLB: 5)	Counselor(s), CTE Director, Principal, Teacher(s)	August 2014 - May 2015	(F)Carl Perkins Funds - \$15,000	Summative - Lesson plans, PDAS evaluations
3. Employ a Language Arts specialist in grades K-5. (Title I SW: 1,2,3,4) (Target Group: H, ECD, AtRisk)	Assistant Superintendent(s), Superintendent(s)	August 2014	(F)Title I - \$26,100	Summative - ELAR Specialist contract
4. Provide information to Middle/High school students, teachers, counselors, and parents about: higher education admissions and financial aid opportunities, the TEXAS grant program established under Subchapter M, Chapter 56, the need for students to make informed curriculum choices to be prepared for success beyond high school. (Title I SW: 1,6) (Target Group: All) (NCLB: 5)	Counselor(s), CTE Director	March 2014 - May 2015		Summative - TAPR, Meeting agendas, minutes, materials, sign in sheets, College acceptance records, Counselor records, LifeTrack results.
5. Counselors hold at least one personal parent-student meeting beginning at grade 8 regarding their personal growth plan. (Title I SW: 1,6) (Target Group: AtRisk) (NCLB: 5)	Counselor(s), CTE Director, Principal	February 2015	(S)Local Funds - \$1,000	Summative - Agenda, meeting minutes, personal growth plans

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 7. Each campus will develop and implement one service project that will benefit their community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A committee meeting will be held to discuss what type of service projects will benefit the community. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Principal	Nov. 2014		Summative - Agenda and Minutes of the meetings.
2. Each campus will select and implement one service project. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal	April 2015		Summative - A one page summary of the project and the benefits to the students and community.

AUBREY ISD

Goal 2. Support a “whole”-student approach to education to prepare students for life.

Objective 8. Each school within the Aubrey ISD will develop and provide opportunities for individual students to develop leadership.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement and coordinate programs that will provide opportunities for upper grade levels to interact as leaders for lower grade levels. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Counselor(s), Principal, Teacher(s)	August 2014 - May 2015		Summative - Event Calendar and plans
2. Each campus will provide opportunities for students to develop and practice leadership skills.(examples student council, FCCLA, FFA etc.) (Title I SW: 1) (Target Group: All) (NCLB: 4)	Counselor(s), Principal, Teacher(s)	August 2014 - May 2015		Summative - Organization minutes and participation roster

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 1. Principal's will report monthly to the superintendent or designee the building statistics including, but not limited to, enrollment, classroom occupancy, and teacher to student ratio.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a list of enrollment numbers by grade level reported in writing at principal meetings. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Principal	Aug 2014 - May 2015		Summative - A report from PEIMS on student enrollment.
2. Provide a list of classrooms and the number of students using each during the school day per semester. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Principal	Sept. 5, 2014, Dec. 19, 2014, May 1, 2015		Summative - Reports from the principals turned in by the due dates.
3. Provide a list of actual student to teacher ratios in each classroom during the school day per semester. (Title I SW: 1) (Target Group: All) (NCLB: 4)	PIEMS Coordinator	September 2014, December 2015, May 2015		Summative - A report from PIEMS on student enrollment

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 2. Chief Financial Officer and Assistant Superintendent of Buildings will contact area city offices, county offices, and utility districts to research possible new developments and projections within the Aubrey ISD attendance zone quarterly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Obtain reports of new development plans from city offices, county offices, and utility districts. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Assistant Superintendent of Buildings, Chief Financial Officer	October 2014, January 2015	(S)Local Funds - \$1,000	Summative - Reports presented to the school board and community, meeting dates, sign in sheets.
2. Report findings to school board quarterly. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Assistant Superintendent of Buildings, Chief Financial Officer	Quarterly		Summative - Reports reported to school board, board agenda and minutes.

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 3. All student populations will be provided cultural awareness training throughout the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide guidance to students about cultural awareness through their regular schedule. (Title I SW: 10) (Target Group: All) (NCLB: 4)	Counselor(s), ELL Coordinator	September 2014 - May 2015	(L)Library Resources, (L)Materials	Summative - Lesson Plans
2. SRO will provide information to each campus on positive school climate and safety. (Title I SW: 1,9) (Target Group: All) (NCLB: 4)	SRO Officer	September 2014 - April 2015	(S)Local Funds - \$200	Summative - Documentation from SRO Student surveys Parent surveys

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 4. Develop a comprehensive Instructional Materials Plan to ensure a quality education for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Enlist additional members to the Instructional Materials and Technology Committees. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Campus Technology Coordinator, Director of Technology, Principal	October 2014	(L)Materials	Summative - Committee Roster to Technology Director Meeting agenda, minutes and sign in sheets
2. Conduct joint meetings of the Instructional Materials and Technology Committees. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 4)	Director of Technology, Instructional Materials and Technology Committee	October 2014	(L)Materials	Summative - Meeting attendance log Agenda
3. Develop a comprehensive Instructional Materials Plan to present to the Superintendent or designee for review prior to implementation. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 4)	Director of Technology, Instructional Materials and Technology Committee	December 2014	(L)Materials	Summative - The comprehensive Plan, meeting minutes, agendas, sign ins.
4. Incorporate additional cross-curricular computer-based assignments including computer labs for online writing. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,2)	Campus Technology Coordinator, Teacher(s)	August 2014 - May 2015		Summative - Lesson plans, computer lab logs, standardized test results.

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 5. Update technology to include additional software programs, additional technology devices, and increase the number of computers per student to enhance student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Take SRA online to become more familiar with online tests. (Title I SW: 8) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), Campus Technology Coordinator, CTE Director	May 2015	(L)Materials	Summative - SRA results
2. Increase student-to-computer ratio to technology devices. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,4)	Director of Technology, Principal, Superintendent(s)	August 2014 - May 2015	(S)Local Funds - \$500,000	Summative - Technology hardware report
3. Increase cross-curricular computer use by providing each teacher with a portable technology device. (Title I SW: 1,2) (Target Group: All) (NCLB: 1,4)	Director of Technology, Principal, Superintendent(s)	January 2015	(S)Local Funds - \$100,000	Summative - Inventory of portable devices
4. Improve internet speed by adding additional access points. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Chief Financial Officer, Director of Technology, Superintendent(s)	September 2015	(S)Local Funds - \$25,000	Summative - Documentation of access points, technology records.
5. Increase keyboarding skills in lower grades to help foster success on on-line tests. (Title I SW: 3) (Target Group: All) (NCLB: 1,4)	Principal, Teacher(s)	August 2014 - May 2015	(L)Materials	Summative - computer class grades and test results

AUBREY ISD

Goal 3. Continually review growth to ensure district resources support a quality education.

Objective 6. Each campus will address the student needs as enrollment increases.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Acquire additional support staff as student enrollment increases, i.e. specialized support staff, instructional coaching, and co-teaching. (Title I SW: 1,5) (Target Group: All) (NCLB: 4)	Chief Financial Officer, Superintendent(s)	August 2014	(S)Local Funds - \$150,000	Summative - enrollment records, student to teacher ratios, special ed records.
2. Research increasing staff for special programs, i.e. Spanish elective at MS and/or art at elementary. (Title I SW: 1,5) (Target Group: All) (NCLB: 1,4)	Chief Financial Officer, Superintendent(s)	December 2014		Summative - student teacher ratios, master schedules, course offerings.
3. Increase salary steps as district grows. (Title I SW: 3,5) (Target Group: All) (NCLB: 3)	Chief Financial Officer, Superintendent(s)	August 2014		Summative - Salary schedule
4. Research the need for an assistant principal at elementary schools. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Chief Financial Officer, Superintendent(s)	April 2015		Summative - Discipline records, teacher surveys.

AUBREY ISD

Goal 4. Proactively communicate through a variety of media with parents and the community to encourage involvement and partnership in education.

Objective 1. Each Aubrey ISD principal will communicate with parents weekly through electronic media.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide status updates on the Aubrey Schools facebook page. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Principal, Webmaster	August 2014 - May 2015	(L)Materials, (S)Local Funds	Summative - Parent surveys Facebook posts
2. Provide email blasts to parents. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Webmaster	August 2014 - May 2015	(L)Materials, (S)Local Funds	Summative - Parent Surveys Copies of emails
3. Create a school newsletter to be shared with the community. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Webmaster	August 2014 - May 2015	(L)Materials, (S)Local Funds	Summative - Parent Surveys Copies of newsletters

AUBREY ISD

Goal 4. Proactively communicate through a variety of media with parents and the community to encourage involvement and partnership in education.

Objective 2. Each Aubrey ISD teacher will communicate with parents weekly through at least one form of electronic media.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide status updates on Aubrey Schools facebook page for special announcements. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Teacher(s), Webmaster	August 2014 - July 2015	(L)Materials	Summative - Parent Surveys Facebook posts
2. Provide e-mail blasts to classroom parents. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Teacher(s)	August 2014 - May 2015	(L)Materials	Summative - Parent Surveys Copies of emails
3. Keep classroom websites updated. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Teacher(s), Webmaster	August 2014 - May 2015	(L)Materials	Summative - Parent Surveys Teacher webpages
4. Encourage parents to sign up for reminder apps when possible. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Principal, Teacher(s), Webmaster	August 2014 - May 2015	(L)Materials	Summative - Parent Survey List of users
5. Allow parents to select form of communication (electronic vs hard copy). (Title I SW: 6) (Target Group: All) (NCLB: 4)	Principal, Teacher(s)	August 2014	(L)Materials	Summative - Forms signed by parents
6. Communicate need for involvement in the parent survey. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Assistant Superintendent(s), Principal, Teacher(s)	Spring 2015	(L)Materials	Summative - Results of the Parent Involvement Survey

AUBREY ISD

Goal 4. Proactively communicate through a variety of media with parents and the community to encourage involvement and partnership in education.

Objective 3. At least 90% of all parents at all campuses (grades 1-12) are signed up for parent portal.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Have passwords, directions, and personnel available at meet the teacher night, registration, parent conferences, and curriculum nights for parents to access parent portal. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Registrar	August 2014, October 2014	(L)Materials	Summative - Record of Parent Portal users
2. Monitor the use of Parent Portal. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Registrar	August 2014 - May 2015	(L)Materials	Summative - Record of Parent Portal users
3. Provide a variety of parent trainings regarding district electronic resources such as Parent Portal, Study Island, Rank One, Remind 101, etc. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Director of Technology, Principal	August 2014 - May 2015	(L)Materials	Summative - Sign in sheets Parent Survey Training evaluations

AUBREY ISD

Goal 4. Proactively communicate through a variety of media with parents and the community to encourage involvement and partnership in education.

Objective 4. All parents (100%) are signed up for Rank One.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sponsor/coaches update daily practice schedules. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Athletic Director, Band Director, Cheer Sponsor, Student Council Sponsors, UIL / Academic Sponsors	August 2014 - May 2015	(L)Materials	Summative - Rank One schedules/information postings
2. Post event details such as departure and approximate return times, attire, money needs, food and any changes or updates. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Athletic Director, Band Director, Cheer Sponsor, UIL / Academic Sponsors	August 2014 - May 2015	(L)Materials	Summative - Rank One postings Parent surveys List of parent users
3. Post event results within 48 hours. (Title I SW: 6) (Target Group: All) (NCLB: 4)	Athletic Director, Band Director, Cheer Sponsor, Student Council Sponsors, UIL / Academic Sponsors	August 2014 - May 2015	(L)Materials	Summative - Rank One postings Parent Surveys

AUBREY ISD

Goal 5. Ensure professional growth for leadership and staff.

Objective 1. All teachers will attend a minimum of four hours of technology training either during the school year or for an in-lieu day.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Principals will develop a plan for all teachers to attend technology training. (Title I SW: 4) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), Principal	August 2014- June 2015	(S)Local Funds - \$2,000	Summative - Certificates Sign in sheets In lieu forms Training agendas
2. Teachers will be encouraged to offer a technology session for their colleagues. (Title I SW: 4) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), Principal	August 2014- June 2015	(S)Local Funds - \$800	Summative - Teacher sign in sheets Teacher lesson plans
3. Provide staff development for addressing the needs of students for Discipline management, Violence Prevention, Crisis Management (EOP), Bullying, drug awareness and prevention program, Differentiated instruction, Anger management and other areas as deemed necessary. (Title I SW: 4) (Target Group: All) (NCLB: 4)	Assistant Superintendent(s)	July 2014 - July 2015	(F)Title IIA Principal and Teacher Improvement - \$31,000	Formative - sign - in sheets, presentation agendas, evaluations

AUBREY ISD

Goal 5. Ensure professional growth for leadership and staff.

Objective 2. All personnel will be trained in "Capturing Kids Hearts" by summer, 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Principals will revisit Capturing Kids Hearts training two times per semester. (Title I SW: 4) (Target Group: All, AtRisk) (NCLB: 4)	Counselor(s), Principal	August 2014- June 2015		Summative - Agenda Meeting sign in sheets Parent and Student Surveys
2. Principals will track the number of office referrals to determine program effectiveness. (Title I SW: 1) (Title I TA: 2) (Target Group: All) (NCLB: 1)	Assistant Principal(s), Principal	August 2014- June 2015		Summative - Discipline data
3. All personnel will participate in Capturing Kids Hearts annually. (Target Group: All) (NCLB: 1)	Principal, Teacher(s)	August 2014 - May 2015		Summative - Sign in sheets Certificates

AUBREY ISD

Goal 5. Ensure professional growth for leadership and staff.

Objective 3. All teachers will be trained on the use of parent communication tools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Train teachers on the use of parent portal, e-alerts, Rank One, and Remind. (Title I SW: 4) (Target Group: All) (NCLB: 1,4)	Assistant Superintendent(s), Principal	August 2014	(L)Materials	Summative - Survey results Workshop sign ins, agendas
2. Train MS/HS teachers on the use of Naviance. (Title I SW: 4) (Target Group: All, CTE) (NCLB: 1)	CTE Director	August 2014- June 2015	(L)Materials	Summative - Naviance data

AUBREY ISD

Goal 5. Ensure professional growth for leadership and staff.

Objective 4. Each teacher and principal will be trained in Special Education Process, Rtl, SST, 504, STAAR testing, and ARD Decision Making.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. During the fall, all staff will be trained in ELL, Special Education, SST, 504, and ARD decision-making. (Title I SW: 4) (Target Group: ESL, SPED, AtRisk, 504) (NCLB: 1)	Assistant Superintendent(s), Principal	August 2014		Summative - Agenda Sign in sheets 100% staff signed
2. Before state testing all staff involved in the process will be trained in testing policies and regulations. (Title I SW: 4) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), Counselor(s), CTE Director, Principal	March, 2015	(S)Local Funds - \$300	Summative - Sign in sheets, agenda 100% of teachers trained.
3. Provide CPI training for a diverse group of personnel outside of special education at each campus and inform all teachers of those trained in CPI. (Title I SW: 4) (Target Group: SPED) (NCLB: 4)	Principal, Special Ed Teachers	August 2014- June 2015		Summative - Team is set on each campus. Teachers are aware of CPI team members.

AUBREY ISD

Goal 5. Ensure professional growth for leadership and staff.

Objective 5. All new teachers will attend the AISD New Teacher Academy.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers new to AISD will be assimilated to the expectations of the district. (Title I SW: 1,3,4) (Target Group: All) (NCLB: 1)	Assistant Superintendent(s), Principal	July 2014	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Summative - 100% of teachers attend AISD New Teacher Academy. Academy sign in, agenda Assistant Superintendent Observation records Mentor lists New Teacher Meeting agenda and sign ins

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2014/2015 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

Appendices:

Appendix A: State Compensatory Education and FTE's

Appendix B: Staff Development Plans

Appendix C: Migrant Improvement Plan

Appendix A: State Compensatory Education and FTE's

District State Compensatory Education Monies for 2014-2015 School Year

Campus	Employee Name	Job	FTE	Acct Amt	CAMPUS TOTALS
AHS	Natasha Bass	Tutor Math	0.125	5,543.75	
AHS	Rachel Bradford	Tutor ELA	0.125	4,200.00	
AHS	Marissa Cabrales	Tutor Math	0.125	6,470.00	
AHS	Dawn Dooley	Tutor ELA	0.125	6,202.50	
AHS	Ellyn Hulsey	Tutor Science	0.125	5,306.25	
AHS	Rachel Judd	Tutor ELA	0.125	4,340.00	
AHS	Greg Lortz	Tutor Math	0.125	5,146.25	
AHS	Jesus Medina	Tutor Science	0.125	5,306.25	
AHS	Tracy Zatopek	Tutor Math	0.125	5,678.41	
AHS	Kelly Wintrich	Credit Recovery	1	45,050.00	
AHS	Nate Hemsley	Inclusion/Tutoring	1	37,143.00	130,386.41
AMS	Valerie Clark	Tutor Math	0.125	5,306.25	
AMS	Dennis Firth	Tutor SS	0.125	5,936.00	
AMS	Lindsay Halstead	Tutor Math	0.125	5,631.25	
AMS	Suzanne Hopkins	Tutor SS	0.25	10,750.00	
AMS	Vicky Howard	Tutor Science	0.125	5,753.00	
AMS	Elizabeth Hughes	Tutor Math	0.125	5,581.25	
AMS	Johanna Philipp	Tutor ELA	0.125	6,372.50	
AMS	Andra Schuessler	Tutor ELA	0.125	4,597.00	
AMS	Ryan Stuck	Tutor ELA	0.125	5,306.25	
AMS	Suzanne Thetford	Tutor Math	0.125	6,532.50	
AMS	Jennifer Tullis	Tutor ELA	0.125	6,202.50	
AMS	Trey Baez	Inclusion/Tutoring	0.5	21,871.68	
AMS	Sondra Beavers	Tutor ELA	0.125	5,746.25	132,729.43
BES	Katherine Cole	Tutor DEAR/PM	0.143	5,487.50	
BES	Kimberly Earwood	Tutor DEAR/PM	0.143	6,027.50	
BES	Dana Fikes	Tutor DEAR/PM	0.143	5,581.25	
BES	Diane Forester	Tutor DEAR/PM	0.143	6,027.50	
BES	Stephanie Gaines	Tutor DEAR/PM	0.143	6,532.50	
BES	Ryan Griffin	Tutor DEAR/PM	0.143	5,375.00	

BES	Christie Hammet	Tutor DEAR/PM	0.143	6,027.50	
BES	Tabitha Hellman	Tutor DEAR/PM	0.143	5,965.00	
BES	Louise Holliger	Tutor DEAR/PM	0.143	6,027.50	
BES	Hattie Maittre	Tutor DEAR/PM	0.143	5,677.50	
BES	Kim Parker	Tutor DEAR/PM	0.143	6,372.50	
BES	Cheryl Reid	Tutor DEAR/PM	0.143	6,115.00	
BES	Kristie Sanders	Tutor DEAR/PM	0.143	6,202.50	
BES	Victoria Saxon	Tutor DEAR/PM	0.143	7,191.25	
BES	Amy Self	Tutor DEAR/PM	0.143	5,631.25	
BES	Kim Shovlin	Tutor DEAR/PM	0.143	5,631.25	
BES	Mike Shovlin	Tutor DEAR/PM	0.143	7,191.25	
BES	Ashleigh Smith	Tutor DEAR/PM	0.143	5,581.25	
BES	Jana Story	Tutor DEAR/PM	0.143	6,079.73	
BES	Leah Ann Powell	Tutor Reading	0.25	5,788.00	
BES	Jennifer Rowland	Tutor ELA	0.125	6,202.50	
BES	Carol Wooley	Support Coordinator	0.5	24,460.00	151,175.23
MES	Tammy Cardwell	Tutor DEAR/PM	0.143	5,375.00	
MES	Tanya Crisp	Tutor DEAR/PM	0.143	6,115.00	
MES	Jody Dickson	Tutor DEAR/PM	0.143	5,865.00	
MES	Lezlie Gillum	Tutor DEAR/PM	0.07	3,423.42	
MES	Ron Gregory	Tutor DEAR/PM	0.143	5,965.00	
MES	Wendy Hott	Tutor DEAR/PM	0.143	5,865.47	
MES	Sabra Perkins	Tutor DEAR/PM	0.07	3,284.40	
MES	Denise Robinson	Tutor DEAR/PM	0.143	7,247.50	
MES	Courtney Siggers	Tutor DEAR/PM	0.143	5,375.00	
MES	Bryn Tucker	Tutor DEAR/PM	0.143	5,375.00	
MES	Krista Vandenheuvel	Tutor DEAR/PM	0.07	3,010.00	
MES	Juniper Wingert	Tutor DEAR/PM	0.143	5,306.25	
MES	Carol Wooley	Support Coordinator	0.5	24,460.00	86,667.04

Teacher
SCE 463,815.11

AHS	Dana Bloedel	DAEP	1	51000.00	
AHS	Consultants	Pull-out	1	16500.00	
AHS	Summer School	Tutoring	0.5	1500.00	
AHS	Study Island	Tutoring		6000.00	75,000.00
AMS	Consultants	Pull-out	1	16500.00	
AMS	Summer School	Tutoring	0.5	1500.00	
AMS	Study Island	Tutoring		6000.00	24,000.00
BES	MTA	Dyslexia	0.5	25,000.00	
BES	Consultants	Pull-out	1	26,000.00	
BES	Summer School	At-risk	1	22,250.00	
BES	Test Materials	Tutoring		12,500.00	85,750.00
MES	MTA	Dyslexia	0.5	25,000.00	
MES	Consultants	Pull-out	1	26,000.00	
MES	Summer School	At-risk	1	22,250.00	
MES	Test Materials	Tutoring		12,500.00	85750.00

PROGRAM
SCE 270,500.00

GRAND TOTAL SCE: \$734,315.11

GRAND TOTAL FTE: 20

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PROGRAM
SCE 270,500.00

GRAND TOTAL SCE: \$734,315.11

GRAND TOTAL FTE: 20

Appendix B: 2014-2015 Professional Development Plans

2014-2015 Back to School Staff Development Agenda

Wednesday, August 13th (District Day)

Time: 8:00 – 4:00 **Location:** Aubrey Middle School Cafeteria **Dress:** **Professional Dress

Breakfast: Provided **Lunch:** 11:30 – 1:30 Mandatory Lunch at New Hope Baptist Church

On the Agenda: Motivational Speaker: Kevin Tutt, “A Culture of Excellence - Rekindling the Passion”; Deborah Sanders, Superintendent, “State of the District Address”; Instructions will be given to sign up for classes for “Health and Benefits” and “Technology” Days.

Thursday, August 14th (Health and Benefits Day)

Time: 8:00 – 4:00 **Location:** Aubrey Middle School **Dress:** *Casual

Breakfast: On your own **Lunch:** On your own (11:30 – 12:45 PM)

On the Agenda: You will report to the AMS Cafeteria at 8:00 for a brief discussion of your new health insurance. Afterward you will attend selected courses regarding health and benefits.

Monday, August 18th (Campus Day 1)

Time: 8:00 – 4:00 **Location:** Campus **Dress:** *Casual

Breakfast: Light breakfast will be provided for you at your campus **Lunch:** On Your Own

On the Agenda: campus priorities, district, campus personnel, and student handbooks, procedures, team-building, special ed update, ESL update, 504, SST, 504 and PDAS, Parental Involvement.

Tuesday, August 19th (Technology Day)

Time: 8:00 – 4:00 **Location:** Aubrey High School **Dress:** *Casual

Breakfast: On your own **Lunch 11:30 – 12:45: Mandatory Lunch at Midway Church**

On the Agenda: Teachers attend a variety of workshops that interest them regarding technology. Instructions for signing up will be given on the district day, August 13th.

Wednesday, August 20th (Campus Day 2)

Time: 8:00 – 4:00 **Location:** Campus **Dress:** *Casual

Breakfast: Light breakfast will be provided for you at your campus **Lunch:** On Your Own

On the Agenda: campus priorities, district, campus personnel, and student handbooks, procedures, team-building, special ed update, ESL update, 504, SST, 504 and PDAS, Parental Involvement.

Thursday, August 21st

Wednesday Staff Development Schedule 2014-2015

Date	Topic	Attendees	Facilitator(s)	Location
9/3/2014	Campus Safety: General campus safety procedures including crisis management plan, drills, evacuations, responsibilities.	All Campus Staff	Campus Crisis Management Representative	Campus
9/10/2014	Recognizing Signs of Abuse/Reporting	New Staff and Anyone Not Trained in the 2013-14 school year. If you attended this workshop on Health and Benefits Day, you are trained. This training is required upon hiring and every other year following.	Online Course from Texas Association of Public Schools (TAPS)	Online course (I will email those required to take it with a link to the course).
9/17/2014	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
9/24/2014	Faculty Meetings/Campus Specific Professional Development	All Campus Staff	Principals: By Campus	Campus
10/01/2014	Horizontal Teaming: Grade Level Meetings	Brockett/Monaco: Collaborative Grade Level Meetings EBLC: Teaming HS: Grade Level Meetings MS: Grade Level Meetings	Principals, Counselors, Admin Delore Jones Principals, Counselors, Admin Principals, Counselors, Admin	Monaco ES EB Learning Center AHS AMS
10/08/2014	Employment Discrimination (including sexual harassment) as required by Texas Labor Code Section 20.010.	New Staff and Anyone Not Trained in the 2013-14 school year. This training is required upon hiring and every other year following.	Online Course from Texas Association of Public Schools (TAPS)	Online course (I will email those required to take it with a link to the course).
10/15/2014	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
10/22/2014	Drug Awareness and Prevention Program Presentation	All AISD Staff	Mrs. Sanders	TBA

Wednesday Staff Development Schedule 2014-2015

10/29/2014	Parent Conferences	Parent Conferences	Parent Conferences	Parent Conferences
11/05/2014	Internet and Social Media Awareness Training	All District Staff	TBA	TBA
11/12/2014	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
11/19/2014	Faculty Meetings/Campus Specific Professional Development	All Campus Staff	Principals: By Campus	Campus
12/03/2014	Cultural Awareness Presentation	All AISD Staff	TBA	TBA
12/10/2014	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
12/17/2014	Faculty Meetings/Christmas Holiday Celebration	All Campus Staff	Principals: By Campus	Campus
1/7/2015	Horizontal Teaming: Grade Level Meetings	Brockett/Monaco: Collaborative Grade Level Meetings EBLC: Teaming HS: Grade Level Meetings MS: Grade Level Meetings	Principals, Counselors, Admin Delore Jones Principals, Counselors, Admin Principals, Counselors, Admin	Monaco ES EB Learning Center AHS AMS
1/14/2015	Data Disaggregation and set up tutoring.	All Campus Staff	Principals: By Campus	Campus
1/21/2015	Data Disaggregation and set up tutoring.	All Campus Staff	Principals: By Campus	Campus
1/28/2015	Tutoring Begins	Tutoring Begins	Tutoring Begins	Tutoring Begins

** All plans are subject to change.

***May Professional Development TBD

Appendix C: Migrant Program Priority for Service Action Plan

Priority for Service (PFS) Action Plan
for Migrant Students
ESC REGION 11 MIGRANT EDUCATION PROGRAM SSA DISTRICTS

As part of the NCLB Consolidated Application for Federal Funding, Part 4 of the Title I, Part C Migrant Education Program schedule, the Priority for Service (PFS) Action Plan is a required Program Activity for the Migrant Education Program. Priority for Service students are migratory children who are failing, or most at risk of failing, to meet the state’s challenging state academic content standards and challenging state student academic achievement standards, and whose education has been interrupted during the regular school year. [P.L. 107-110, §1304 (d)]

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with Migrant Education Program MEP funds. Students are identified as PFS if they meet both of the following criteria:

Criteria for 2014-2015	
Grades 3-12, Ungraded (UG) or Out of School (OS)	Students who failed one or more of the state assessments (STAAR), or were granted a STAAR LEP Postponement, were Absent or were not enrolled in a Texas school during the state assessment testing period for their grade level; <u>and</u> have their education interrupted during the previous or current regular school year.
Grades K-2	Students who are designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component, or have been retained, or are overage for their current grade level <u>and</u> have their education interrupted during the previous or current regular school year.

2014-2015 Priority for Service (PFS) Action Plan ESC REGION 11 MIGRANT EDUCATION PROGRAM SSA DISTRICTS

<p>Goal(s): Identify and provide services to migrant students who are failing or at risk of failing to meet the State’s content and performance standards and whose education has been interrupted during the regular school year.</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> • Identify migrant students who enroll late and withdraw early and provide supplemental services to each student when no other school district services are available. • Identify migrant students who are missing significant amounts of instructional time due to late enrollment and/or excessive absences. • Provide supplemental information to parents on how to collaborate with school staff and access resources in order to provide timely attention and appropriate interventions for their children. • Use data to plan the Priority for Services Action Plan (PFS) for 2014-2015 academic year and assist the district with supplemental services not provided by other federal or non-federal programs.
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Required Activities	Timeline	Person(s) Responsible	Documentation
On a monthly basis, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.			
Print and review the New Generation System (NGS) Priority for Service (PFS) student report monthly	15 th day of every month for 2014-2015	NGS Specialist	NGS generated reports
Submit the PFS to the district SSA contact for distribution to appropriate staff	20 th day of every month for 2014-2015	NGS Specialist	Copy of sent email(s)
Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.			
Send PFS Action Plan to District to attach to DIP	August 12, 2014	MEP Consultant	Copy of sent email(s)
The PFS Action Plan must include the following:			
1. The Title I Migrant Coordinator will provide each campus principals, appropriate campus staff and parents the Priority for Service criteria and updated NGS Priority for Service reports.			

Submit the PFS to the district SSA contact for distribution to appropriate staff	20 th day of each month in 2014-2015	NGS Specialist	Copy of sent email(s)
Send letter with copy of PFS report for their child(ren) with request for meeting with parent	20 th day of each month in 2014-2015	MEP Consultant, NGS Specialist	Copies of letter sent
Collaborate with counselors each reporting period in developing a personal graduation plan for PFS students	September 2014 – May 2015	MEP School Liaison Consultant, MEP Consultant	Time and Effort reports, travel logs, graduation plan
2. When, in your school year calendar, the district’s Title I Migrant Coordinator, MEP staff and migrant school staff will make home and /or community visits to update parents on the academic progress of their children.			
Contact parent to notify of child’s PFS status inform of intervention options.	September 2014 – May 2015	MEP School Liaison Consultant, MEP Consultant	Copies of letter sent
Meet with PFS migrant parents and school staff to explain how PFS students are identified and what services are available for these students	As requested by parent or school staff	MEP School Liaison Consultant, MEP Consultant	Copies of letter sent
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3. How the district’s Title I Migrant Coordinator will use NGS Priority for Service reports to give priority placements to these students in Migrant Education Program activities.			
Share and coordinate secondary credit accrual practices with receiving states through the Secondary Credit Accrual workshop, hosted by the Texas Migrant Interstate Program (TMIP)	Sept. 2014 – May 2015	MEP consultant, School Liaison Consultant	District policy and procedures
Work with project and SSA districts in creating an extracurricular club/leadership event specific to migrant students designed to help students develop effective learning and study skills	Sept. 2014 – May 2015	MEP consultant, School Liaison Consultant, School Planning Group	Agenda, roster, minutes of meeting
Provide PFS students and their parent(s) prior notice for upcoming Migrant Education Program (MEP) events.	Sept. 2014 – May 2015	MEP consultant, School Liaison Consultant, School Planning Group	
4. How the district’s Title I Migrant Coordinator will ensure that Priority for Service students receive priority access to instructional services, as well as social workers and community social services/agencies.			
Collaborate with SSA districts to develop and implement a set of district procedures outlining strategies for partial/full credit accrual for migrant students with late entry/early withdrawal	Sept. 2014 – May 2015	NGS Migrant School Liaison Consultant, NGS Specialist	SSA district DIP via district website
Ensure that elementary migrant students are not penalized (90% rule) for late entry/early withdrawal	Sept. 2014 – May 2015	NGS Migrant School Liaison Consultant, NGS Specialist	SSA district DIP via district website
Monitor NGS course completion for PFS students with late entry and early withdrawal	Sept. 2014 – May 2015	NGS Migrant School Liaison Consultant, NGS Specialist	Student transcript, NGS reports
Provide Parent Advisory Meetings in different areas throughout the school year	Sept. 2014 – May 2015	NGS Migrant School Liaison Consultant, Migrant Recruiters	Agenda, roster, mileage reimbursement forms, minutes of meeting
Provide contact information regarding social service agencies and healthcare providers available in their area.	Sept. 2014 – May 2015	NGS Migrant School Liaison Consultant, Migrant Recruiters	Telephone log, mileage reimbursement, time and effort reports
5. What federal, state and local programs service Priority for Service students.			

Meet (or communicate) with district staff to ensure students participate in school services offered	Sept. 2014 – May 2015	Migrant School Liaison Consultant, Migrant Consultant	Telephone log, mileage reimbursement, time and effort reports, emails
Use migrant funds to pay tuition or fees for evening classes, summer school, credit by exam or distance learning when not provided by ISD	Sept. 2014 – May 2015	Migrant School Liaison Consultant, Migrant Consultant	Budget records
Use migrant funds to pay for tutor to provide supplemental instruction or facilitate distance learning courses	Sept. 2014 – May 2015	Migrant School Liaison Consultant, Migrant Consultant	Budget records, tutor time logs
Share and coordinate secondary credit accrual practices with receiving states through services provided by the Texas Migrant Interstate Program (TMIP).	Sept. 2014 – May 2015	Migrant School Liaison Consultant, Migrant Consultant	Agenda, roster, email, telephone log

Migrant Education Program SSA district advisory provided by Azle ISD, Weatherford ISD on 7/23/2014