

# Comanche ISD District Plan

2009-2010

**It is the mission of Comanche ISD to educate all students to their full potential, preparing them to be skillful, life-long learners, effective communicators, and conscientious citizens of society.**

## **COMANCHE ISD VISION STATEMENT**

The Board of Trustees of Comanche ISD envisions a school district that:

Equips all students with the essential knowledge and skills to achieve their full potential, developing them to read critically, speak fluently, write competently, and listen effectively;

Is student-centered and recognized by peers for success in all programs and activities;

Inspires enthusiasm for excellence and a quest for new knowledge and skills in both staff and students;

Creates a safe environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society, and ;

Mobilizes the best efforts of all stakeholders toward the common goal of the best interests of the students of Comanche ISD.

## **Comanche ISD Belief Statements**

It is the belief of the Board of Trustees of the Comanche Independent School District that the following statements express the fundamental values and core principals to guide all decision-making, planning, organization, and administration of the school district.

1. All students can learn and it is the responsibility of Comanche ISD to provide adequate and equitable opportunities for students to achieve their full potential.
2. Students achieve best in a safe, orderly environment, led by a staff of qualified, dedicated professionals with high expectations, and supported by parents and a community committed to the pursuit of educational excellence.
3. Educational excellence for all students can be achieved through effective and efficient organization and allocation of available resources, training, and staff development.

## **FUNDING SOURCES**

Sources of funding for Comanche ISD include local, Title I, Migrant, Technology, Title II, Title V, Title IV, Title VI, McKinney-Vento grant, Federal Vocational and the High School Allotment. Included for the next biennium are ARRA Stimulus funds.

## **NEEDS ASSESSMENT**

To assess where the students of Comanche ISD are in relation to the District Vision, Mission, and Goals, the District Improvement Team and administration review all available data to identify our strengths and to prioritize our most urgent needs. Formal review includes data from the following sources:

- \* disaggregation of longitudinal and current year AEIS data
- \* review of attendance and dropout data
- \* prior year budgets/entitlements and expenditures to determine current year funding and priorities
- \* results of state and federal planning requirements
- \* Title I evaluation
- \* teacher retention rates
- \* student retention rates
- \* needs identified through campus faculty meetings and DIT meetings
- \* staff suggestions to district-level personnel

Comanche ISD has determined its areas of strength and areas of concern for the focus of the 2009-2010 District Improvement Plan.

### **IDENTIFIED STRENGTHS:**

- Board support for technology in the classroom
- COTO (1:1 laptop initiative)
- Overall scores on 2008-2009 TAKS assessments
- Reading Programs across the district to address deficiencies

### **AREAS OF CONCERN:**

- Completion rate for all student subgroups
- Adequate counseling at the Elementary Campus
- Positive relationships between adults and at-risk students
- TAKS scores in Math and Science for Ec. Disadvantaged, Hispanic subgroups
- Career knowledge and readiness of students
- Parent/Teacher Communications
- Parental Involvement
- School Safety measures
- Recruitment and retention of Bilingual, Math, and Science teachers
- Security systems at the campuses
- Truancy procedures

AREAS OF CONCERN: (continued)

- Rewards for student attendance at the campus level
- Early introduction and reinforcement of career opportunities
- Elementary campus facilities

**Comanche ISD District Improvement Team Members**

High School

Scott Carlisle	Principal
Della Hicks	Counselor
Eddy Parker	Teacher
Rick Reynolds	Teacher
Jason Henry	Teacher/Assistant Principal

Jr. High

Melanee Schwartz	Teacher
Glenda Albin	Teacher
Kori Sides	Teacher
Mary Jane McPherran	Principal

Middle School

Susan Carruth	Principal
Lola Barnes	Teacher
Amber Bates	Teacher
Jenifer Holland	Assistant Principal

Elementary School

Curtis Stahnke	Principal
Paula Day	Teacher
Wilma Lee	Teacher

**Comanche ISD District Improvement Team Members (continued)**

Community

Jeff Stewart

Parent

Wayne House

Community Member

Bobby Estrada

Business Member

Superintendent

Tony Daniel

# Comanche ISD District Plan

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GOALS

**Comanche ISD District Plan**

**2009-2010**

**Goal 1:** Comanche ISD students will remain in school until graduation (100% Graduation Rate)

Summative Evaluation: Annual TEA Cohort review, AEIS Completion Rate results

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
TAKS Remediation	Sept.-' 09	Campus Principals, Staff	Local Budget	Principal Notice to Supt. Of students needing remediation being served Jan. '10
Begin Avid Program in Jr. High	Fall-'10	Superintendent, Jr. High Principal, AVID Teacher	Local Budget	Scheduling in Spring '10. Implementation Fall '10
Developing a mentoring program between adults and at-risk students	Jan-'10	Superintendent, Campus Principals	Local Budget	List of mentors on each campus and notice of 100% at-risk students being served from campus principal to superintendent

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**Goal 2 :** Comanche ISD students will exhibit **improved** performance in Reading/ELA, Writing, Math, Science, and Social Studies (Goal 90% or greater)

Summative Evaluation: TAKS Results, AEIS Data, Campus Assessments

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
Frequent screening of indicators of Academic success; ex –TPRI, Aimsweb, TAKS Benchmarks, etc.	Fall '09	Campus Principals, Campus Teachers	Local Budget	Progress reports from teachers to Campus Principal at the conclusion of each semester.
Add 1 full-time counselor at ES/MS Campuses with grant or identified Funding	Fall '11	Superintendent, Campus Principals	Grant/Local allocation	Documentation from supt. on funding attempts and local action to implement
Campus Interventions to increase Student success. Ex. SRA, RTI	Fall '09	Campus Staff, Principal	Title 1 Funds, Local Budget	Progress reports from staff/teachers to campus Principal at the conclusion of each semester.

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Goal 3: Comanche ISD will increase the involvement of parents/community in the education process.

Summative Evaluation: Number and percent of parental/community involvement will increase.

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
Career Day/Career Programs with Parents and community members	Fall '09	Campus Teachers, Campus Principal	Local Budget	Progress reports from campus Principal to Supt. Each semester
2 Parent/Teacher conferences annually	Fall '09	Campus Teachers, Campus Principal	Local Budget	Progress report to Campus Principal from Campus Teachers
Parent/Community/Student/Teacher Survey	Spring '10	Campus Principal	Local Budget	Report of survey results from Principals to Superintendent and DIT
Maintain School Messenger	Fall '10	Campus Principal	Local Budget	Letter of attestation from Campus Principals
Promote homework hotline in cooperation with the Comanche Public Library	Fall '09	Campus Staff, Principals	Local Budget	Letter of promotion from Campus Principal to Superintendent

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Goal 4: Comanche ISD will recruit and retain qualified staff members to achieve 100% Highly Qualified Staff.

Summative Evaluation: HQ Campus reports/

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
New Teacher orientation and mentorship program	Fall '10	Campus Staff, Principal Superintendent	Local Budget	Documentation of orientation, mentor training, and mentoring logs.
Recruit Highly Qualified Staff	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation of Job Listings/Openings
Coordination with ESC 14 to assure HQ Status	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation of meetings and support from ESC 14 staff on HQ issues
Bilingual/ESL Certification to meet district needs and state regulations	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation and list of colleges contacted concerning Bilingual graduates
Job fair attendance at colleges	Fall '09	Campus Principals, Superintendent	Local Budget	Copy of interview/applicant list from university job fairs.

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**Goal 5:** Comanche ISD will create a safe and inviting school environment for all students

Summative Evaluation: SDFS Report, Campus Report

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
Safe visitor protocol	Fall '09	Campus Principal and Staff	Local Budget	Logs of visitor sign in forms
Safety Drills	Fall '09	Campus Principals, Superintendent	Local Budget	Logs from Campus Principal of drills
Investigate improvement of security systems	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation of grant application, funding requests, action taken
Maintain SRO and local enforcement relationships	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation of SRO and Law enforcement involvement
Teacher ID's	Fall '09	Campus Principals, Superintendent	Local Budget	Documentation of ID receipt to campuses

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**Goal 6:** Comanche ISD students will attend school every day unless legitimately hindered (Goal of 96.5%ADA)

Summative Evaluation: PEIMS Report, AEIS Report

Implementation Strategies and Activities	Timeline	Staff Responsible	Resources/ Allocation	Formative Evaluation
Prompt and frequent truancy procedures	Fall '09	Campus Principals, SRO	Local Budget	Logs of principal/SRO truancy involvement
Parental involvement (call, e-mails, letters, visits)	Fall '09	Campus Staff, SRO, Principals	Local Budget	Logs of parental involvement/notification by Staff, principals & SRO
Campus initiatives for rewards program for student attendance	Fall '09	Campus Teams, Staff and Principal	Local Budget	Documentation of campus initiatives/programs for student rewards