

REFUGIO ISD

District Improvement Plan

2008/2009

REFUGIO ISD

Mission Statement

The Refugio Independent School District is committed to providing an appropriate learning experience for every child in the district, designed to motivate and assist each child in the attainment of his or her maximum potential intellectually, physically, socially, economically, and morally.

Vision

*State Compensatory Education Funding Statement:
Refugio ISD has chosen to use its supplemental SCE funds to support the Title I, Part A Schoolwide Programs for upgrading the entire educational program. As appropriate and necessary, SCE funds will be used to support one or more of the ten Title I, Part A Schoolwide Program Components at Refugio ISD, so long as the campuses continue to meet, at a minimum, the 50% poverty threshold.*

Nondiscrimination Notice

REFUGIO 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.

REFUGIO ISD Site Base

Name	Position
Anzaldua, Leonard	Business
Azam, J Robert	Superintendent
Deaver, Renee	RHS Teacher
Deaver, Todd	Ex-Officio
Fagan, Susan	RHS Teacher
Garcia, Anna	Non-teaching Professional
Gray, Jerry	Community
Jaggard, Tom	RHS Teacher
Johnson, Vicki	Community
Klare, Judy	RHS Parent
Linscomb, Beth	RES Teacher
Morgan, Gerald	Business
Norris, Valerie	RES Parent
Perez-Lara, Jennifer	Ex-Officio
Pursell, Wendy	Districtwide Non-Teaching
Raymond, Marcie	RES Teacher
Rocha, Rachel	RES Teacher
Snyder, Melissa	RHS Teacher
Steele, Jamie	Non-Teaching Professional
Stubbs, Kim	Ex-Officio
Wright, Tina	RES Teacher

Federal, State, and Local Funding Sources

Program	Funding Source
No funds defined.	

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2008/2009 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.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 1. All student groups will meet or exceed the target score shown in the reading/language arts matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate TAKS performance data to plan instruction and to address identified weaknesses in the reading program. (Title I: 1,8) (Target Group: All) (NCLB: 1,2)	Superintendent(s)	August, January, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Campus Needs Assessment Summative: Improved reading/language arts TAKS scores
2. Encourage reading through the use of technology and innovative programs in reading and writing: Accelerated Reading, Computer Labs, Reading Enrichment, Power Reading, Reading Mastery, Independent Book Study, Wilson Language, Lexia, Kinder Korner, AP Courses, United Streaming, and Curiosity Corner. (Title I: 2,9,10) (Target Group: All, AtRisk) (NCLB: 1,2)	Reading Specialists	September, January, May	(F)Title I, (S)ARI/AMI	Formative: Lab/Program Reports & Report Cards Summative: Student reading/language arts TAKS scores will increase.
3. Provide additional academic support to enhance the improvement of TAKS reading scores in all student groups (tutorials, dyslexia program, and content mastery labs). (Title I: 2,8,9,10) (Target Group: All, AtRisk) (NCLB: 1,2)	Superintendent(s)	October, January, May	(F)Title I, (S)ARI/AMI, (S)Grant, (S)Local Funds	Formative: Lab/Program Reports Summative: Student reading/language arts TAKS scores will increase.
4. Implement Optional Extended Year Program to meet the academci needs of targeted studnets (grades 3-12) that are at risk of failing reading/ELA. (Title I: 2,9,10) (Target Group: AtRisk) (NCLB: 1,2)	Director of EI & Sec Ed	September, February, May	(F)Title I, (S)Grant, (S)Local Funds, (S)Optional Extended Year Funding	Formative: Extended Day Reports & Benchmark Results Summative: Student retentions will decrease.
5. Review individual at-risk reading/language arts performance on TAKS and utilize reading intervention teachers. (Title I: 3,9) (Target Group: AtRisk) (NCLB: 1,2)	Counselor(s)	September, January, May	(S)State Compensatory	Formative: At Risk Reports Summative: Student reading/language arts TAKS scores for at-risk students will increase.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 1. All student groups will meet or exceed the target score shown in the reading/language arts matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Vertically align curriculum in Grades PK-12 in Reading/ELA. (Title I: 1,4,8) (Target Group: All) (NCLB: 1,2)	Principal	August, December, May	(F)Title I, (S)Grant	Formative: Curriculum Documents Summative: Student reading/language arts TAKS scores will increase.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 2. All student groups will meet or exceed the target score shown in the writing matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide additional academic support to enhance the improvement of TAKS writing scores in all student groups (tutorials). (Title I: 2,8,9) (Target Group: All, AtRisk) (NCLB: 1,2)	Administrators	October, January, May	(F)Title I	Formative: Increased scores on TAKS writing practice tests. Summative: Increased student performance on the TAKS writing/ELA test.
2. Disaggregate grades 3-12 TAKS performance data to plan instruction and to identify student needs and strengths (in the writing program). (Title I: 1,8) (Target Group: All) (NCLB: 1,2)	Superintendent(s)	September, January, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Campus Needs Assessment & Benchmark Data Summative: Increased student performance on the TAKS writing/ELA tests.
3. All content areas in Grades 3-12 should include essay type assignments. (Target Group: All) (NCLB: 1,2)	Administrators	December, May	(S)Local Funds	Formative: 80% of students will score a "2" or more on content area essay questions. Summative: TAKS writing scores will increase.
4. Incorporate sustained silent writing (SSW) in grades 3-12 at least one time prior to TAKS writing test. (Target Group: All) (NCLB: 1,2)	Administrators	October, December, May	(F)Title I, (S)Local Funds	Formative: SSE samples will be a "2" or higher Summative: TAKS writing scores will increase. Students' writing scores will be a "2" or higher.
5. Vertically align curriculum in Grades PK-12 in writing. (Title I: 2) (Target Group: All) (NCLB: 1,2)	Administrators	August, December, May	(F)Title I, (S)Grant	Formative: Curriculum Documents Summative: Increased Writing TAKS scores for all student groups.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 3. All student groups will meet or exceed the target score shown in the math matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate TAKS performance data to plan instruction and address weaknesses using this information. (Title I: 1,8,9) (Target Group: All, ECD, AtRisk) (NCLB: 1,2)	Superintendent(s)	August, January, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Campus Needs Assessment & Benchmark Data Summative: Increased Math TAKS scores in all student groups.
2. Provide additional academic support to enhance the improvement of TAKS math scores in all student groups (tutorials, OEYP, Orchard, Study Island, Odyssey Ware Lab, AP Courses, Voyager, V-Math and Sp Ed). (Title I: 9) (Target Group: All, ECD, AtRisk) (NCLB: 1,2)	Counselor(s)	September, January, May	(F)Title I, (S)ARI/AMI, (S)Grant, (S)Local Funds, (S)Optional Extended Year Funding	Formative: Increased student performance on TAKS math practice tests. Summative: Increased student performance on the TAKS math test for all student groups.
3. Core teachers will develop activities to target weaknesses in math considering targeted populations at least once each six weeks. (Title I: 9) (Target Group: All, AtRisk) (NCLB: 1,2)	Administrators	September, January, May	(F)Title I, (S)Local Funds	Formative: Lesson Plans & Content Area Activities Summative: Math TAKS scores will increase in all student groups.
4. Enrich math skills through the use of technology and innovative programs: Kinder Korner, United Streaming, Orchard Program, Study Island, Calculators, Odyssey Ware, SMART Boards, and Technology Carts. (Title I: 2,9) (Target Group: All, ECD, AtRisk) (NCLB: 1,2)	Administrators	Sept, Jan, May	(F)Title I, (S)ARI/AMI, (S)Local Funds, (S)State Compensatory	Formative: Implementation Reports & Program Progress Reports Summative: Increased Math Scores
5. Vertically align curriculum in Grades PK-12 in math. (Title I: 1,2,8,10) (Target Group: All) (NCLB: 1,2)	Administrators	Aug, Dec, May	(F)Title I, (S)Grant	Formative: Curriculum Documents Summative: Increased Math TAKS scores for all student groups.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 4. All student groups will meet or exceed the target score shown in the science matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate TAKS test data in science, for tested grades, to plan instruction and to address identified areas of weaknesses. (Title I: 1,8) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Superintendent(s)	Sept, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Campus Needs Assessment & Benchmark Data Summative: Meet targeted score increase projections for all student groups.
2. Vertically align curriculum in science for Grades PK-12. (Title I: 2,8) (Target Group: All)	Administrators	Aug, Dec, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Curriculum Documents Summative: Increased Science TAKS scores for all student groups.
3. Encourage Science Enrichment through the use of technology and innovative programs: Orchard, AP Courses, Great Body Shop, Tutorials, United Streaming, Odyssey Ware, Study Island, Science Night, Science equipment/lab, and Virtual Tours. (Title I: 2,9,10) (Target Group: All, AtRisk) (NCLB: 5)	Administrators	Sept, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Program Reports & Grant Progress Reports Summative: Increased Science TAKS scores.
4. Maintain and expand the Science Club activities: living materials from Region III ESC and Critters for Kids Training. (Title I: 2,10) (Target Group: All)	Director of El & Sec Ed	Sept, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Meeting Plans Summative: Increased TAKS Science Scores.
5. Incorporate essay portions into science tests in Grades 3-12. (Title I: 8) (Target Group: All)	Administrators	Aug, Jan, May	(S)Local Funds	Formative: Essay questions Summative: Increased Science TAKS Scores in all student groups.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 5. All student groups will meet or exceed the target score shown in the social studies matrix for the 2008-09 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate TAKS test data in social studies, for grades tested, to plan instruction and to address identified areas of need. (Title I: 1,8) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Superintendent(s)	Sept, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Campus Needs Assessment & Benchmark Data Summative: All students will meet the targeted score increase projections for social studies.
2. Incorporate essay portions into social studies test in grades 3-12. (Target Group: All)	Administrators	Oct, Jan, May	(F)Title I, (S)Local Funds	Formative: Student answers are correct and complete. Summative: Increase in social studies TAKS scores for all student groups.
3. Vertically align curriculum in social studies for Grades PK-12. (Title I: 1,8) (Target Group: All)	Administrators	Aug, Dec, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Curriculum Documents Summative: Increased social studies TAKS scores for all student groups.
4. Encourage social studies enrichment through the use of technology and innovative programs: AP Courses, Odyssey Ware, United Streaming/laptops, Field Trips, Home Visits, Journal Writing, and Study Island. (Title I: 2,9) (Target Group: All, ECD, LEP, AtRisk) (NCLB: 5)	Administrators	Oci, Jan, April	(F)Title I, (S)Local Funds	Formative: Program Reports Summative: Increased Social Studies TAKS Scores.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 6. In 2008-09, all students taking college entrance exams will score at or above target levels. On the Texas Higher Education Assessment, students will meet the state standard, demonstrating college readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students that enter the ninth grade will graduate from high school and pass the exit exam. (Counseling, Odyssey Ware, Orchard, Study Island) (Title I: 9) (Target Group: All, AtRisk) (NCLB: 5)	Principal	Aug, Jan, May	(F)Title I, (S)Grant, (S)Local Funds, (S)State Compensatory	Formative: Program Reports & Annual Completion of each Year's Course Requirements Review. Summative: Decrease in drop-out rate.
2. Students will be encouraged to participate in the Recommended High School Program for graduation. (Target Group: All) (NCLB: 5)	Counselor(s)	Aug, Jan, May	(S)Local Funds	Formative: Counseling Reports Summative: Increase in students graduating under the Recommended High School Program.
3. Offer high school students the opportunity to take the PSAT. (Title I: 10) (Target Group: All, ECD) (NCLB: 5)	Counselor(s)	Oct, Jan, May	(S)Local Funds	Formative: Number of students registered to take the PSAT. Summative: Increase in ACT/SAT scores.
4. Refugio High School will offer students assistance in preparing for the ACT/SAT with classroom time and a computer program. (Title I: 2,8,9) (Target Group: All, ECD, AtRisk) (NCLB: 5)	Counselor(s)	Sept, Jan, May	(F)Title I, (S)Local Funds	Formative: Program attendance log. Summative: Increase in ACT/SAT Scores. Increase in number of students attending higher education.
5. RHS will encourage students to participate in the Duke University Talent Search by taking the SAT/ACT exams. (Target Group: All) (NCLB: 5)	Counselor(s)	Sept, Jan, May	(S)Local Funds	Formative: List of students participating. Summative: Increase in student performance on ACT and SAT exams.
6. Refugio ISD students will be informed about admission to higher education and opportunities for financial aid. (Title I: 6) (Target Group: All, ECD, AtRisk) (NCLB: 5)	Counselor(s)	Sept, Jan, May	(F)Title I, (S)Local Funds	Formative: Guidance Session Attendance Summative: Increase in the number of students enrolling in the Recommended or Distinguished Achievement Program.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 7. Parents and community members will become more involved in the programs and activities of our schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Pre Kindergarten & Kindergarten teachers will make home visits/conferences during the first 2 weeks of school. (Title I: 6,7) (Target Group: All, ECD, AtRisk) (NCLB: 4)	Principal	Aug/May	(S)Local Funds	Formative: Documentation of Parent visits. Summative: Teachers will use classroom parent checklist showing 100% parent participation.
2. Campuses will hold campus-wide Open House during the Fall Semester. (Title I: 6,10) (Target Group: All) (NCLB: 4)	Administrators	Aug/Dec	(L)Activity Funds, (S)Local Funds	Formative: Parent Attendance Documentation Summative: Documentation will indicate a 90% or more participation rate.
3. Parents and grandparents will be invited to eat with and participate with students on special event days. (Title I: 6) (Target Group: All) (NCLB: 4)	Administrators	Sept, Jan, May	(L)Activity Funds, (S)Grant, (S)Local Funds	Formative: Visitor Log & Flyers Sent Summative: Positive feedback from parents on survey.
4. School newspapers and letters will be published periodically. (website) (Title I: 6) (Target Group: All) (NCLB: 4)	Counselor(s)	Aug, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Communication Documentation Summative: Increase in parent involvement.
5. Continue and expand the VIP (Parent Volunteer Program) on campuses including business and community involvement. (Title I: 6) (Target Group: All) (NCLB: 4)	Administrators	Aug, Jan, May	(F)Title I, (S)Local Funds	Formative: Volunteer List and Log Summative: Increase parent and community involvement in school activities.
6. Continue to issue Gold Passes to senior citizens for admission to school events. (Title I: 6)	Administrators	Aug, Jan, May	(S)Local Funds	Formative: List of persons receiving passes. Summative: Increase in community involvement.
7. Require parent conferences with core teachers at least once each year. (Title I: 6,9) (Target Group: AtRisk)	Administrators	Sept, Jan, May	(S)Local Funds	Formative: Conference Documents Summative: Increased Parent Involvement

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Objective 7. Parents and community members will become more involved in the programs and activities of our schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue to support the parent/teacher organizations in the district. (Title I: 6) (Target Group: All)	Administrators	Aug, Jan, May	(F)Title I, (S)Local Funds	Formative: Organization structure approved by Board. Summative: Functioning organization in place.
9. Campuses will observe Public School Week in March. (Title I: 6)	Administrators	Nov, March	(F)Title I, (S)Local Funds	Formative: Timeline and accomplishments. Summative: Increased participation in programs.
10. Parents will be kept informed about their child's progress through: 6 weeks reports, progress reports, assignment notebooks, conferences, and correspondence (English & Spanish). (Title I: 6) (Target Group: All)	Administrators	Sept, Jan, May	(S)Local Funds	Formative: Conference Logs & Report Cards Summative: Increased TAKS scores.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 8. All students in special populations, including special education, will meet or exceed proficiency or better in reading/language arts, writing, mathematics, science and social studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to reduce class size for the improved performance for all student groups. (Title I: 2) (Target Group: All, ECD, AtRisk) (NCLB: 4)	Superintendent(s)	Aug, Jan, May	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds, (S)State Compensatory	Formative: Increased student performance on TAKS practice tests. Summative: Increased student performance on the TAKS tests.
2. Provide additional academic support to enhance the improvement of TAKS scores in all student groups (tutorials, summer school, Wilson Lang, Multimedia, Orchard, Study Island, Reading Coach, Voyager, Gourmet Curriculum, and Lexia). (Title I: 9,10) (Target Group: All, ECD, AtRisk)	Administrators	Sept, Jan, May	(F)Title I, (S)ARI/AMI, (S)Local Funds	Formative: Increased student performance on TAKS practice tests. Summative: Increased student performance on the TAKS tests.
3. Implement Optional Extended Year Programs to meet the academic needs of targeted students for math and reading. (Title I: 9,10) (Target Group: AtRisk) (NCLB: 1,2)	Director of EI & Sec Ed	Sept, Jan, May	(F)Title I, (S)ARI/AMI, (S)Optional Extended Year Funding	Formative: OEYP Records & Benchmark Data Summative: Student retention rate will decrease.
4. Review ESL plans and provide for appropriate instruction in all content levels of Grades PK-12. (Title I: 9) (Target Group: ESL, LEP) (NCLB: 2)	Counselor(s)	Sept, Jan, May	(S)Local Funds	Formative: Test performance will increase. Summative: Program exit level rates will increase and monitoring will indicate success.
5. Provide extended school year program for special education students to prevent regression as determined by individual ARD committees. (Title I: 9) (Target Group: SPED)	Counselor(s)	Aug, April	(S)Local Funds	Formative: ESY Logs Summative: Increase in student performance.
6. Dropout prevention strategies will be provided such as counseling services, pregnancy related services, and Odyssey Ware Lab. (Title I: 2,9,10) (Target Group: All, AtRisk) (NCLB: 5)	Administrators	Sept, Jan, May	(F)Title I, (S)Grant, (S)Local Funds	Formative: Program Attendance Records Summative: Decrease in dropout rate.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 8. All students in special populations, including special education, will meet or exceed proficiency or better in reading/language arts, writing, mathematics, science and social studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Implement school tutorials and accelerated learning activities to provide students an opportunity to be academically successful. (Title I: 9) (Target Group: All, AtRisk) (NCLB: 5)	Administrators	Sept, Jan, May	(F)Title I, (S)ARI/AMI, (S)Local Funds	Formative: Monitor attendance and document student performance. Summative: Decrease dropout rate and increase completion rate.
8. Identify and track students who are at-risk of dropping out of school. (Title I: 9) (Target Group: AtRisk) (NCLB: 5)	Counselor(s)	Sept, Jan, May	(S)State Compensatory	Formative: Monitor attendance, grades, and performance on assessment instruments. Summative: Reduce disparity between performance of at-risk and other student groups.
9. Continue to offer Career Education to assist students in developing the knowledge, skills, and competencies for a broad range of career opportunities. (Title I: 2) (Target Group: CTE) (NCLB: 5)	Counselor(s)	Aug, Jan, May	(F)CTE Funds, (S)Local Funds	Formative: Students enrolled in CTE classes. Summative: Improved student performance on TAKS.
10. Refugio ISD will implement and evaluate the tracking system to monitor the status of special needs student referrals. (Title I: 2) (Target Group: SPED) (NCLB: 5)	Superintendent(s)	Aug, Jan, May	(S)Local Funds	Formative: Testing report from Goliad SPED Coop. Summative: Students will be placed in least restrictive environment within 90 days.
11. Maintain established diagnostic services for emotionally disturbed student referrals. (Title I: 9) (Target Group: SPED)	Executive Director of Special Programs	Aug, Jan, May	(S)Local Funds	Formative: Documentation of services provided and timelines met. Summative: Quicker response to needs of emotionally disturbed students.
12. Campus representatives will recommend special education staffing needs and professional development needs. (Title I: 1) (Target Group: SPED)	Superintendent(s)	Aug, Jan, May	(S)Local Funds	Formative: Highly Qualified staff to meet the need of special education students. Summative: Improved student performance.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 8. All students in special populations, including special education, will meet or exceed proficiency or better in reading/language arts, writing, mathematics, science and social studies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. Provide appropriate services for all special needs students. (Title I: 9) (Target Group: All, SPED)	Superintendent(s)	Aug, Jan, May	(S)Local Funds	Formative: highly qualified staff to meet the needs of special education students. Summative: Improved student performance.
14. Campus Committees will assess the needs of all students and programs in Refugio ISD to complete a comprehensive needs assessment. (Title I: 1) (Target Group: All)	Superintendent(s)	Aug, Jan, May	(F)Title I	Formative: Assessment Findings Summative: Campus Improvement Plans will address the findings in the comprehensive needs assessment.

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Goal 1. By 2013-14, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts, writing, mathematics, science, and social studies.

Objective 9. All student groups will meet or exceed an average attendance rate of 96% and dropout rate of less than 2%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campuses will implement incentives to promote school attendance. (Target Group: All)	Administrators	Sept, Jan, May	(S)Local Funds	Formative: List of students with perfect attendance for each six weeks and the year from PEIMS will increase. Summative: Maintain student attendance rate of 96% or above.
2. Continue to utilize the district Truancy Officer services and partnership with the law enforcement offices. (Title I: 6,9) (Target Group: All) (NCLB: 4)	Superintendent(s)	Sept, Jan, May	(S)State Compensatory	Formative: Attendance Reports & Parent Contact Reports Summative: Maintain student attendance rate of 96% or above.
3. Provide nurses on campuses to assist at-risk students with health and nutritional issues. (Title I: 2) (Target Group: AtRisk)	School Nurse	Sept, Jan, May	(S)State Compensatory	Formative: Improved grades each 6 weeks. Summative: Increase in TAKS scores for at-risk students.
4. Provide baseline services at the DAEP. (Title I: 3) (Target Group: AtRisk) (NCLB: 3,4)	Superintendent(s)	Sept, Jan, May	(S)State Compensatory	Formative: Improved grades each 6 weeks. Summative: Increase in TAKS scores for at-risk students.

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Goal 2. By 2008-09, all students will be educated by highly qualified staff in learning environments that are safe, drug-free, and conducive to learning.

Objective 1. Refugio ISD will ensure appropriate, adequate, and quality staff are available.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide research based professional development for: *curriculum alignment *holistic scoring *Professional Learning Communities (Title I: 1,3,4) (Target Group: All, ECD, ESL, AtRisk) (NCLB: 1,2,3)	Administrators	August, January, May	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Formative: Training Reports Summative: Increased TAKS Scores
2. Refugio ISD will strive to hire and retain highly qualified teachers and paraprofessionals according to the NCLB definition of Highly Qualified. (Title I: 3,4,5) (Target Group: All) (NCLB: 3)	Superintendent(s)	Aug, Jan, June	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Grant, (S)Local Funds	Formative: Teacher records of training and levels of participation. HQ Records Summative: All staff rated as "highly qualified" (teachers & paraprofessionals)
3. Research and utilize nontraditional certification methods for critical shortage teaching areas, and where there are no TExES currently available. (Title I: 3,4,5) (Target Group: All) (NCLB: 3)	Superintendent(s)	Aug, Jan, June	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Formative: Number of teachers teaching courses without proper certification will decrease. Summative: 100% of teachers will be highly qualified.
4. Provide staff with opportunities to complete their required hours of staff development for: Gifted & Talented, ESL, Special Education, Certification. (Title I: 1,3,4) (Target Group: All, ESL, SPED, GT) (NCLB: 3)	Director of EI & Sec Ed	Aug, Jan, June	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Formative: Review of Personnel Folders Summative: 100% of staff qualified in special populations where applicable.
5. Teachers will be trained in testing strategies, active monitoring, and confidentiality for the state assessments. (Title I: 4) (Target Group: All) (NCLB: 3)	Director of EI & Sec Ed	Oct, Feb, April	(S)Local Funds	Formative: Training Logs Summative: 100% of all rules and regulations will be followed while administering the TAKS tests.

REFUGIO ISD

Goal 2. By 2008-09, all students will be educated by highly qualified staff in learning environments that are safe, drug-free, and conducive to learning.

Objective 1. Refugio ISD will ensure appropriate, adequate, and quality staff are available.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Implement a staff development needs assessment and provide opportunities for teachers and parents to attend research based professional development and/or visit other schools following the Professional Learning Communities Model. (Title I: 1,2) (Target Group: All) (NCLB: 3)	Administrators	Aug, Jan, May	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Formative: Training Logs & Needs Assessment Data Summative: Increase in assessment scores. Decrease in retention/failure rate.
7. Campuses will provide staff development for implementing technology/internet in the classrooms. (Title I: 4) (Target Group: All) (NCLB: 3)	Administrators	Aug, Jan, May	(S)Grant, (S)Local Funds	Formative: Training documents/schedules & lesson plans Summative: Increase in the use of technology in instruction.
8. Continue substitute teacher training and include technology lesson into the training.	Director of EI & Sec Ed	Aug, Jan, May	(S)Local Funds	Formative: Substitute teacher sign in & Increase in subs on the list. Summative: Decrease in discipline referrals.

REFUGIO ISD

Goal 2. By 2008-09, all students will be educated by highly qualified staff in learning environments that are safe, drug-free, and conducive to learning.

Objective 2. Refugio ISD will provide a positive and safe environment for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue with Red Ribbon Anti-Drug Campaign. (Title I: 10) (Target Group: All) (NCLB: 4)	Director of EI & Sec Ed	Oct, Feb, June	(F)Title I, (S)Grant, (S)Local Funds	Formative: Feedback from participants Summative: Title IV survey data will indicate a decrease in drug use.
2. Offer various programs and/or activities to address school violence, suicide prevention, conflict resolution and safety. (Title I: 1,6,10) (Target Group: All, ECD, AtRisk) (NCLB: 4,5)	Director of EI & Sec Ed	Oct, Jan, May	(F)Title I, (L)Community Partners, (S)Grant, (S)Local Funds	Formative: Administrator Feedback Summative: Decline in discipline/counselor referrals.
3. Continue the SHAC meetings, the implementation of the Great Body Shop health program and the staff training and implementation of the defibrillators on each campus. (Title I: 4,5,6,10) (Target Group: All) (NCLB: 3,4)	School Nurse	Aug, Jan, May	(F)Title I, (S)Local Funds	Formative: Lesson Plans & Sign In Sheets Summative: Decline in discipline referrals.
4. Continue implementation of a Crisis Management Plan, School Safety Audit, Multi-hazard Plan and bus evacuation simulations on each campus. (Title I: 10) (Target Group: All) (NCLB: 4)	Administrators	Sept, Jan, May	(S)Local Funds	Formative: Drill documentation Summative: 100% of Refugio ISD personnel have the plans.
5. A Canine Deterrent System will be utilized periodically during the school year for the purpose of contraband detection. (Title I: 10) (Target Group: All) (NCLB: 4)	Administrators	Oct, Jan, May	(S)Local Funds	Formative: Program Reports/Data Summative: Decrease in contraband possession.
6. Continue to meet state guidelines for TBSI training to create the Core Team. (Title I: 4,5) (Target Group: All, SPED, AtRisk) (NCLB: 4)	Administrators	Aug, Jan, May	(S)Local Funds	Formative: Training Documentation Summative: Maintain Core Team
7. Implement and/or maintain a character education program on all campuses. (Title I: 9,10) (Target Group: All, AtRisk) (NCLB: 4)	Superintendent(s)	Sept, Jan, May	(S)Local Funds	Formative: Lesson Plans Summative: Decrease in discipline referrals

REFUGIO ISD

Goal 2. By 2008-09, all students will be educated by highly qualified staff in learning environments that are safe, drug-free, and conducive to learning.

Objective 2. Refugio ISD will provide a positive and safe environment for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Campuses will continue to implement a proactive disciplinary management plan. (Title I: 10) (Target Group: All) (NCLB: 4)	Administrators	Sept, Jan, May	(L)Community Partners, (S)Local Funds	Formative: Six Weeks Discipline Data Summative: Decrease in discipline referrals.
9. Train and provide crossing guards for Refugio Elementary School. (Title I: 10) (Target Group: All) (NCLB: 4)	Principal	Aug, Jan, May	(L)Community Partners, (S)Local Funds	Formative: Crossing guard attendance and incident reports. Summative: All students arrive and leave school safely. (No incidents.)
10. RISD personnel will work to educate students, parents, and community members on the definition of, prevention of, and school interventions of dating violence in accordance with RISD policy BQ (legal) and FFH (local). (Title I: 10) (Target Group: All) (NCLB: 4)	Principal	Sept, Jan, May	(L)Community Partners, (S)Local Funds	Formative: Dating violence incidents will decrease. Summative: Decrease in discipline referrals pertaining to dating violence.