

Tarkington Independent School District

District Improvement Plan

2009-2010

In the belief that all children should be educated to the fullest extent of their individual abilities, the Tarkington Independent School District's mission is to provide the essential academic skills and the necessary knowledge base for the student's lifelong learning.

District Needs Assessment

Demographics

The Tarkington Independent School District encompasses 238 square miles in north Liberty County. The school is located seven miles east of Cleveland and fifty miles north of Houston. The school is the largest employer in the district. There are very few industries, and the tax base is low.

There are 4 campuses in the District:

Tarkington Primary—Pre-K through 3

Tarkington Intermediate—Grades 4-5

Tarkington Middle School—Grades 6-8

Tarkington High School—Grades 9-12

District Population	2008-2009	2007-2008
Total population	1934	1959
African American	.9%	.7%
Hispanic	5.2%	3.6%
White	93.1%	94.9%
Other	.8%	.6%
Economically Disadvantaged	38.2%	38.6%

(Student Data Review)

Accountability Data

Tarkington ISD – Academically Acceptable
 Tarkington Primary – Exemplary
 Tarkington Intermediate – Academically Acceptable
 Tarkington Middle School – Academically Acceptable
 Tarkington High School – Recognized

Indicators	2006-2007	2005-2006
Attendance Rate	95.1%	95.1%
Drop Out Rate (Gr 7-12)	.3%	.7%
Completion Rate	99.2%	97.9%
Recommended/Distinguished Achievement Diploma	45.7%	42.8%

TAKS

	2009			2008			2007			2006		
	All	Eco Dis	Hispanic	All	Eco Dis	Hispanic	All	Eco Dis	Hispanic	All	Eco Dis	Hispanic
Reading/ELA	91%	89%	92%	93%	90%	86%	88%	85%	85%	87%	82%	86%
Math	79%	74%	76%	79%	74%	79%	71%	64%	69%	72%	63%	68%
Writing	91%	86%	-	93%	93%	-	93%	91%	-	90%	87%	-
Science	74%	66%	-	68%	56%	-	70%	55%	-	71%	66%	-
Social Studies	94%	91%	-	88%	83%	-	86%	83%	-	79%	73%	-

Areas of Concern

1. Although scores continue to rise yearly, approximately 50% fall slightly below state levels. **TISD students should meet or exceed the state average in all areas.** (Accountability Report)

	All students		Eco Dis		Hispanic	
	State	TISD	State	TISD	State	TISD
Reading/ELA	91%	91%	87%	89%	88%	92%
Math	82%	79%	76%	74%	78%	76%
Writing	93%	91%	91%	86%	-	-
Science	78%	74%	68%	66%	-	-
Social Studies	93%	94%	89%	91%	-	-

2. The State average in Recommended High School Diploma graduates is 77.9%. THS RHSD graduates are at 45.7%. Again, **TISD should meet or exceed the State average.** (AEIS Data)

3. Teacher Experience and Turnover Rates. **TISD will continue to provide strategies to lower turnover rate.** (AEIS Data)

AEIS Data	2007-2008	2006-2007
Professional Staff	164	165
Teacher by Years of Experience		
Beginning	5.6%	7.5%
1-5 Years	30.3%	35.9%
6-10 Years	17.6%	15.9%
11-20 Years	27.3%	24.4%
Over 20 Years	19.2%	16.2%
Turnover Rate		
State	15.2%	15.6%
TISD	13.2%	18.6%

4. More post-secondary training and education for TISD students has become essential in today’s society. **The District will continue to support students with their endeavor to attend college and technical schools.**

Texas High School Graduates Enrolled in Texas Public or Independent Higher Education
Comparison 2002-2008

School District	2002	2003	2004	2005	2006	2007	2008
Tarkington	43%	48%	41%	59%	49%	53%	44%

Source: Texas Higher Education Coordinating Board and Texas Education Agency

5. As per 2009 Performance-Based Monitoring Analysis System (PBMAS), **TISD area of concerns that will need to be monitored and addressed.**

ESL English TAKS Passing Rate for Science	TISD 25%	State 50%
CTE RHSP/DAP Diploma Rate	TISD 33.6%	State 70%
CTE Nontraditional course completion rate – males	TISD 23.2%	State 40%
CTE Nontraditional course completion rate – females	TISD 27%	State 35%
SPED TAKS Passing Rate		
Math	TISD 54.4%	State 55%
Reading/ELA	TISD 63.3%	State 70%
Science	TISD 28.6%	State 50%
Social Studies	TISD 58.1%	State 70%
SPED Less Restrictive Environment (Age 6-11)	TISD 17.9 %	State 40%
SPED Discretionary DAEP Placements	TISD 3.6%	State 1%
SPED Discretionary Placement to ISS	TISD 15.3%	State 10%

6. Personnel have not always been utilized in the most effective manner. **TISD will analysis staffing patterns in order to maximize the effective assignment of district personnel.**

District Objectives 2009-2010

TAKS Subject	TAKS Sub Groups	TAKS Measurable Objective
Reading/ELA	All students	5% increase: From 91% to 96%
	Economically Disadvantaged	6% increase: From 89% to 95%
	Hispanic	5% increase: From 92% to 97%
	Special Education	7% increase: From 63% to 70%
Math	All students	5% increase: From 79% to 84%
	Economically Disadvantaged	6% increase: From 74% to 80%
	Hispanic	4% increase: From 76% to 80%
	Special Education	6% increase: From 54% to 60%
Writing	All students	5% increase: From 91% to 96%
	Economically Disadvantaged	5% increase: From 86% to 91%
	Special Education	5% increase: From 80% to 85%
Social Studies	All students	4% increase: From 94% to 97%
	Economically Disadvantaged	5% increase: From 91% to 96%
	Special Education	7% increase: From 58% to 65%
Science	All students	6% increase: From 74% to 80%
	Economically Disadvantaged	9% increase: From 66% to 75%
	Special Education	21% increase: From 29% to 50%

District Objectives 2009-2010 continued

Student Attendance Rate	2% increase: From 95.1% to 97%
Recommended/Distinguished Achievement Diploma	5% increase: From 45.7% to 50%
Teacher Turnover Rate	4% decrease: From 13.2% to 9%
CTE Nontraditional course completion rate – males	7% increase: From 23% to 30%
CTE Nontraditional course completion rate – females	8% increase: From 27% to 35%
SPED Less Restrictive Environment (Age 6-11)	10% increase: From 18% to 28%
SPED Discretionary DAEP Placements	3% decrease: From 3% to 1%
SPED Discretionary Placement to ISS	5% decrease: From 15% to 10%

Goal I: All Tarkington ISD students will demonstrate academic gains as evidenced by scores on TAKS, SAT, and other state and national tests.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
1. Teachers will work with departments/grade levels with administrators to disaggregate the TAKS data for each student using DMAC solutions program.	District Budget	Teachers, Counselors, Principals,	Throughout the year
2. Teachers will take special note of the areas of concern for special education students, ESL students, and Eco Dis students, and they will plan activities for intervention if needed.	District Budget	Teachers, Counselors, Principals,	Throughout the year
3. Teachers will set benchmarks and monitor progress of students' academic skills. Intervention tutorials will be determined by scores on benchmarks.	District Budget	Teachers, Staff, Principal	Benchmark test set by each campus, Nov/Feb
4. All students will use the available technology to provide intervention or enhance TEKS skills. Technology available includes Study Island, Waterford, TMSDS, AIMSWeb, K-5 Envision Math	District Budget	Teachers, Staff, Principal	Progress monitoring, every 3 to 6 weeks
5. Each campus will encourage all students to participate in UIL /competitions or subject specific contests with particular targeting GT students.	District Budget	Teachers Principals	Participation will increase 10%
6. GT students will be involved in a pull-out program in K-5 to participate in planned activities that enhance instruction with Texas Performance Standards Project. Opportunities for GT enhanced instruction will be reviewed at the middle school level this year.	District Budget	Teachers Principals	Products/Units will be completed each 6 weeks.

Goal I: All Tarkington ISD students will demonstrate academic gains as evidenced by scores on TAKS, SAT, and other state and national tests. (Continued)

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
7. The district will continue to develop curriculum mapping in all subjects. More time and resources spent toward development of a vertically aligned science curriculum.	District Budget, NCLB/Title funds	Teachers, Principals, Curr. Directors	YAG and Blueprint documents
8. The district and campuses will provide professional development on instructional best practices that are in alignment with the needs of the students. Campus administrators and central office will utilize Eduphoria to insure that curriculum and beneficial instructional practices are being offered in every classroom.	District Budget, Title 2 Part A \$7000	Teachers, Principals, Curr. Directors	Weekly walkthroughs, various workshops
9. Professional development on technology integration into the curriculum will be provided by the district.	Title 2 Part D \$474	Teachers, Principals, Curr. & Tech Directors	Workshops Summer, Fall, Spring PDAS
10. The Math Instructional Coach (PreK-8) and Reading Instructional Coach (PreK- 5) will continue working with teachers to direct alignment, lesson planning, professional development and assessment evaluation.	District Budget	Principal Curr Director	Monitor the process each 6 weeks
11. All first year teachers will participate in the Mentor Program. Teachers new to the district will be assigned a “buddy” teacher for general help and information.	Title 2 Part A \$1200	Principals, Curr Director	Observations each 6 weeks.
12. Tarkington Intermediate and Middle School will continue to work toward extending the scientifically researched based practices in Reading and Math using the tiered instruction method.	District Budget	Coaches Principals Teachers Curr Directors	Progress monitoring of students identified for intervention

Goal I: All Tarkington ISD students will demonstrate academic gains as evidenced by scores on TAKS, SAT, and other state and national tests. (Continued)

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
13. SAT Prep Classes will be offered to High School Juniors and Seniors	Campus Budget	Principal, counselors, Teachers	Improves SAT scores, Spring Semester
14. Secondary math programs will schedule intervention for students in need. Students not mastering TAKS in high school and middle school will be place in Intervention classes.	District Budget	Principal, Counselors, Curr. Director	TAKS Scores
15. The District will monitor staff patterns from a district perspective, changing configuration of classes as students move through the system.	District Budget	Central Office Principals	Class size
16. Substitute teacher candidates, after orientation, will continue to be required to observe different classrooms for 6 hours before being place on the sub list.	District Budget	Sec. Curr. Director	Trains at least 3 times per year.
17. Provide professional development (coordinated with Title II, Part A professional development) to teachers, principals, and other appropriate staff to meet the Teacher Quality Annual Measurable Objectives under NCLB.	District Budget Title 2 Part A \$760.00	Principals Curr Director	100% of teachers meet HQ requirements
18. Through careful recruitment and professional development, all teachers at TISD will meet the Highly Qualified standards.	District Budget Title 2 Part A \$500	Principals, Personnel Director	100% HQ
19. As ARD meetings take place, consider carefully the Least Restrictive Environment settings for special education students. Monitor number of student per setting.	District Budget	Counselors Curr. Dir.	Each Semester, PBMAS
20. Each campus will address student attendance issues. Communicate with parents the importance of consistent attendance at school.	District Budget	Principals Teachers, Counselors	Six weeks attendance rate, AEIS
21. Behavior intervention strategies will be implemented with SP Ed students in order to help reduce the number of DAEP/ISS referrals.	District Budget	Principals Counselors Teachers	PBMAS, decrease in referrals.

Goal II: TISD will provide a safe environment for all students while maintaining a powerful sense of community and shared direction among TISD personnel, parents, students and the public.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
1. The District will promote student recognition through the various media, including the TISD webpage.	District Budget	Curr. Director Principals Teachers	Weekly submission of student./school activities.
2. The TISD Webpage will be expanded to provide more communication to parents and community, inter-district communication and employment communication.	District Budget, Title 2 Part D \$1200	Webmasters Curr Director	Counter monitored, Weekly updates
3. The Emergency Operation Plan will be reviewed, revised and updated.	District Budget	Supt. Curr. Director	Revisions made by October
4. All staff will be trained on sexual harassment, child abuse, bullying and conflict resolution through professional development or online modules.	District Budget	Principals, Counselors, Curr. Director	Training is complete by end of Nov.
5. Pregnancy related services (PRS) will be offered to pregnant students to support their staying in school.	District Budget	Counselors Nurse	Counselor/Nurse document dates and services on confirmation of pregnancy
6. The District will present the annual Commitment to Education Award to a community member and a former TISD employee at the TSF Round-Up.	District Budget	Supt. Curr. Director	October
7. Each campus will develop programs/strategies to involve parents in various events.	District Budget	Principals Webmasters	Monitor & evaluation per semester.
8. All participants in extra-curricular activities, as well as high school drivers, will be required to participate in the student drug testing program. See Drug Policy on website for details.	District Budget Title 4 part A \$4344	Principals Asst Principals	Summer 2009 Random each month

Goal II: TISD will provide a safe environment for all students while maintaining a powerful sense of community and shared direction among TISD personnel, parents, students and the public. (Continued)

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
9. A web-based program for parents to monitor grades will be offered through the website.	District Budget	Technology Director	Beginning of year, Every 6 weeks
10. Principals will communicate regularly with parents through various forms of media (email, website, newsletters, newspaper)	District Budget	Principals Tech Dir.	Twice a six weeks
11. Each campus will practice various crisis drills as documented on report form. Tabletop scenarios will be discussed at faculty meeting.	District Budget	Principals Asst Principals Curr Director	Drill logs will reflect practice drills.
12. Each campus will train 2 people on issues connected to diabetes.	District Budget	Nurse	Finalized by October
13. The District’s Student Health Advisory Council (SHAC) will meet 4 times a year to review the health curriculum and wellness plan.	District Budget	Curr Director	2 times in Fall and 2 times in Spring
14. CPR classes and training with the AED unites will be offered every summer for all required personnel as well as those interested in the class. Organizing health teacher to become a trainer in order to certify students through HS health class.	District Budget	Curr Director Nurse HS Health Teacher	100 % participation of required personnel by August
15. Campuses entrances are being reconstructed for safety measures.	District Budget	Superintendent Main. Dir	Fall semester
16. Check In programs will continue to be used at each campus in order to monitor visitors to the building. Drivers licenses will be scanned and check against sex offender data base.	District Budget	Tech Dir Campus Sec. Principals	Daily
17. Discipline management program providing prevention and education concerning unwanted physical/verbal aggression, sexual harassment and other forms of bullying in school, school grounds, and school vehicles. Program to include dating violence awareness education for students, parents, staff.	District Budget	Asst principals Principals Counselors	Decrease in referrals of such incidents Ongoing
18. At the beginning of each school year, teachers will be informed about the signs of sexual abuse along with policies and procedures regarding reporting abuse.	Time	Principals Counselors	annually

Goal III: TISD students to graduate and pursue post-secondary education and/or career opportunities.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
1. The High School Career & College Advisor will continue to work with 8 th grade students and parents to develop a HS plan that will affect their post-secondary education goals..	District Budget Perkins Grant	Principals, Counselors	Spring 2009
2. Guidance counseling provided for students on the Recommended Program as to the different course choices to achieve this diploma.	Campus Budget	Counselor Career and College Advisor	Increase of students earned RHSP on AEIS
3. All grades will deliver instruction on careers. Secondary campuses will provide Kuder Career assessment to help students determine career paths and interest.	District Budget Perkins Funds HS allotment	Principals Counselors	Assessment for 8 th and 10 th only. Lesson Plans
4. Complete CTE Program review and evaluation in order to develop more course offerings that lead to student certifications.	District Budget	HS Principal College/career advisor Curr director	Certifications increase, planned document program
5. Information about the Texas Grant Program will be provided to Middle School and High School students.	District budget	Sec. Counselors	Spring semester
6. The College and Career Advisor will work with students in grade 8-12 to develop a cohesive post secondary plan.	District budget HS allotment	Principal College/career advisor	Ongoing through out the year
7. Personal Graduation Plan will be created for all middle school and high school students who have failed TAKS. DMAC will be used.	District budget	HS/MS counselors	100% Completion Fall semester
8. Summer school will be offered to high school students wanting to regain credit and/or TAKS remediation. Students will be charged tuition fee.	District Budget Hs allotment	HS Principal HSCounselors	90% passing rate in summer school
9. The High School Counseling secretary will maintain records of students leaving TISD to help monitor TISD completion rate.	District Budget	Counselor PEIMS Coor	Each 6 weeks

Goal III: TISD students to graduate and pursue post-secondary education and/or career opportunities.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Timeline
10. High School will expand their dual credit agreement with Lone Star College, UT Arlington and Lamar University. This information will be communicated with parents.	District Budget	HS Counselor Sec Curr Dir	Spring, enrollment numbers
11. TISD will continue to develop its partnership with the Liberty County Workforce Academy to increase participation in dual credit enrollment in vocational classes.	District Budget	Principal HS Counselor College/Career Advisor Sec. Cur Dir	Spring/Fall semester enrollment
12. The district will continue to promote “Education: Go Get IT” week to encourage students to begin thinking about college possibilities.	None	Principals College/Career Advisor	Spring
13. The district will continue with the shared services agreement with Hull-Daisetta ISD in regards to obtaining Carl Perkins funds to use in conjunction with the LCWA for vocational training.	Carl Perkins Grant	Curr. Dir. Principal Dir of Business	September
14. The district will continue to support and participate in the Tarkington Student Foundation to promote the idea that any TISD graduate who attends post-secondary education will receive a scholarship.	Facilities usage Employees	Superintendent Sec Cur Dir	Number of scholarships given.
15. Encourage students to participate in nontraditional CTE courses.	District Budget	Principals College/Career Advisor	PBMAS

District Advisory Team

Chairperson

Tammy Glaze, Secondary Curriculum Director

Parents

Kay Ebner 281-593-8188
Beverly Long 281-432-1015

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Teachers

Michelle Taylor
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Karen Deming
Lisa Bontrager
Nick Asmus
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Renee Padgett
Matt Pierson

Principals

Brandy Strolberg
Calesta House
John Johnson
Jim Hair

Compensatory Education

Full-time Equivalent Staff and Financial Resources by Campus for the Compensatory, Intensive and Accelerated Instruction Program under section 42.152, TEC according to District/Campus Improvement Plans for the school year 2009-2010.

Campus Number	Campus Name	FTE	1	FTE	2	FTE	3
			Disciplinary AEP Activities - realted to basic services		Tutorials		Core Remediation Classes
101	Tarkington Primary School PreKindergarten			6.94	\$ 294,749.00		
					\$ 21,375.00		
102	Tarkington Intermediate School			1.51	\$ 76,576.00		
041	Tarkington Middle School			1.82	\$ 86,483.00	1.84	\$ 87,437.00
001	Tarkington high School			1.94	\$ 93,599.00	1	\$ 48,192.00
District Totals				12.21	\$ 572,782.00	2.84	\$ 135,629.00