

**DISTRICT IMPROVEMENT PLAN
2007 - 08 SCHOOL YEAR**

MEMBERS OF THE DISTRICT LEVEL COMMITTEE

Administration

Monte Barnes, Superintendent (ex-officio)
Larry Palmer, Assistant Superintendent (chairperson)
Anthony Hoppe, BE Principal
Steven Monkres, BI Principal
Tommy McEwen, JH Principal
Jeff Jackson, HS Principal

Parent, Community, and Business

Shea Brown, Parent
Carrie Little, Parent
Chris Dunn, Parent
Susan Campbell, Community
Ben Wiseman, Community
Julie Morgan, Business
Bonnie Julius Hamilton, Business

Teachers

April Tipton, BE Teacher
Jonathan Horton, BE Teacher
Amanda Andrews, BE Teacher
Rie Miller, BI Teacher
Randy Offield, BI Teacher
Beckey Scott, BI Teacher
Dena Tomlinson, JH Teacher
Suzan Holloway, JH Teacher
Valarie Gill, JH Teacher
Mary Basham, HS Teacher
Debra Nessel, HS Teacher
Rilla Powers, HS Teacher

Health Services

Elesha Green, School Nurse

Date of annual public meeting and BISD Board of Trustees approval of district performance objectives:

November 19, 2007

Purpose of the District Plan

The District Improvement Plan is to guide district and campus staff in the improvement of student performance for all student groups in order to attain State Standards in respect to the academic excellence indicators adopted.

**District Policy and Procedures for Community
Parent, and Staff Input**

Mission Statement

Bowie ISD believes the principles of site-based decision making can improve student performance. Collaborative teaming of the principals, teachers, non-teaching professional employees, parents, community, and business representatives can achieve a common commitment to improve the rate of student success. Empowering district and campus teams with flexibility and responsibility to implement, monitor, and adjust district level practices and resources will improve student achievement for all Bowie students.

Procedure

For the final review of the 2006-07 district improvement plan and input for the next school year's plan, the 2006-07 district improvement team was divided into two subcommittees: 1) the parent, business, and community representatives and 2) the campus representatives. Each DIT subcommittee reviewed the current plan and listed their input for improvement in student performance for the 2007-08 school year. Also, input was received from surveys with parent and teacher participation during the Spring 2007 semester. The 2007-08 District Improvement Team performed the final review and adjustments during the Fall 2007 semester before Board of Trustees approval.

Site-based Decision Making Plan Biennial Review and Date: The Biennial Review is designed to evaluate the effectiveness of the district's decision-making and planning policies, procedures, and staff development activities to positively impact student performance. The next biennial review date is August 2008.

Needs Developed by the District Improvement Team and the School District

- Highly qualified and certified teachers in critical areas
- Motivational speaker
- Mentors for teachers with 2 or less years of experience
- Support tools for the classroom teachers
- Business and career mentoring for students
- Provide additional opportunities for economic disadvantaged students

- Focusing more on student dropouts

Goal	Bowie ISD will meet the State and Federal testing performance standards for all student groups.				
Performance Objective	Based on the 2008 State Accountability System, Bowie ISD will meet the TAKS performance standard of 70% for Reading/ELA, 65% for Writing and Social Studies, 50% for Mathematics, and 45% for Science.				
Summative Evaluation	2008 State Accountability System Results				
Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Curriculum Leadership Cooperative (CLC) Program across district for online vertical/horizontal alignment	District and Campus Personnel	Assistant Superintendent, Region 9 ESC	Region 9 ESC Coop	TAKS/TELPAS Test Results	September 2007-August 2008
PA Series online practice testing/benchmarking/monitoring	Grades 3, 5, & 8 students	Campus Principals	State	TAKS Test Results	October 2007-May 2008
Intensive disaggregation of grade level and individual students' testing data	Grade 3-11 students	Campus Principal	Local	TAKS/TELPAS Test Results	May 2008-August 2008

Goal	The annual dropout rate will be equal or less than 1.0 % for Grades 7-12 for Bowie ISD.				
Performance Objective	<ol style="list-style-type: none"> 1. Reduce the percent of students being denied credit through attendance committee decisions from 56% to 30%. 2. Reduce the percent of students leaving for non-educational reasons from 72% to 36%. 3. Increase coding accuracy rate to 100% for economically disadvantaged and at-risk student groups. 				
Summative Evaluation	2008 State Accountability Report				
Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Require 75% attendance for course credit.	All secondary students	Secondary administration	Local	Mid-Year & End of Year Reviews, Review prior to	January 2008-June 2008

				October and June PEIMS submission dates	
Monitor students and send notices weekly.	All secondary students	Secondary administration	Local	Number of weekly notices	August 2007-May 2008
File attendance with the city judge.	All secondary students	Secondary administration	Local	Number of filed attendance reports	August 2007-May 2008
Utilize student resource officer.	All secondary students	Secondary administration	Local	Number of times using the SRO	August 2007-May 2008
Complete parental training and information.	District parents or legal guardians	Secondary administration	Local	Number of trainings and sign-in lists	August 2007-May 2008
Defer removal of a student from campus enrollment until notification from a receiving school.	All withdrawing students	Secondary administration	Local	Number of withdrawals	August 2007 and on
Complete an exit conference with parent and student prior to withdrawing from school.	All withdrawing students & parents or legal guardian	Secondary administration	Local	Conference minutes	August 2007-June 2008
Employ an At-Risk Coordinator.	All secondary at-risk students	Superintendent, Secondary Principals	Local	Mid-Year & End of Year Reviews, Review prior to October and June PEIMS submission dates	January 2008
Provide At-Risk students supplemental opportunities to counseling in making and increase motivation through individual meetings.	All secondary at-risk students	Secondary counselors	Local	Mid-Year & End of Year Reviews, Review prior to October and June PEIMS submission dates	August 2007-June 2008

Goal	At the beginning of the 2007-08 school year, all Bowie ISD students will be served by highly qualified teachers who are assisted by highly qualified instructional paraprofessionals.				
Performance Objective	100% of core area teachers will be highly qualified by the end of the school year. 100% of instructional paraprofessionals will be highly qualified by the end of the school year. 100% of new hires will meet the highly qualified status prior to employment. NCLB: The percentage of classes being taught by highly qualified teachers in the aggregate and in low-poverty schools will be 100%. NCLB: The percentage of teachers receiving high-quality professional development will be 100%. NCLB: The percentage of instructional paraprofessionals who are highly qualified will be 100%.				
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations				
Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Require any instructional aides not considered highly qualified to complete TOP training	Educational Aides	Campus Principals	Region 9 ESC Coop	Personnel files Professional Development records	May 2008 May 2008
Provide incentives for teachers to attain ESL certification.	All Teachers	Superintendent	Local	Staff Development records Stipends paid Personnel files	September 2007 September 2007 September 2007
Assign highly qualified teachers in equal proportions to all campuses including low-income and minority areas.	All Teachers	Superintendent	Local, Title II Part A	Personnel files Campus demographics (AEIS Report)	August 2008 August 2008
Conduct recruitment activities including job fairs, posting vacancies in multiple sites/ organizations and maintaining an active webpage to ensure highly qualified personnel in all positions.	All Staff Members	Superintendent	Local, Title II Part A	Number of positions posted Number of applications completed Number of visits on the webpage counter	September 1, 2007 February 1, 2008 May 1, 2008
Establish an effective teacher mentoring system in order to retain highly qualified staff.	All Teachers	Campus Principals	Local	Mentor assignments Mentor conference logs/journals	August 2007 May 2008
Analyze data from all teachers' and paraprofessionals' files to ensure that all meet highly qualified status.	All Teachers/ Instructional Aides	Superintendent	Local	Personnel files Staff Development Records	October 2007 October 2007

Assist teachers in maintaining or attaining certifications through alternative, GT, and ESL programs, coursework, and TExES testing in order to assure all staff is highly qualified.	All Teachers	Campus Principals	Local	Number of teachers in ACPs Staff Development Records	August 2007 August 2007
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Goal	Bowie ISD will maintain a safe and drug free academic environment that is positively conducive to student learning.
Performance Objective	Bowie ISD will reduce the number of disciplinary distractions to a minimum in order to promote student achievement and focus on educational priorities.
Summative Evaluation	Title IV - Final Safe and Drug Free Evaluation Report

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Dr. Eric Cupp Conflict Management Training	All Instructional Personnel	Assistant Superintendent	Local	Attendance Record	August 2007
Updating the district Crisis Management Plan and the Emergency Operation Plan for a mandatory 3-year audit	All District Personnel	EOP Team	Local	EOP Team Meetings Attendance Record	September 2007
Moderate or vigorous daily physical activity for at least 30 minutes requirement	Kindergarten – Grades 5 students	BE/BI Campus Principals and Physical Education Teachers	Local	Results from Fitness program	September 2007 – May 2008
Availability of automated external defibrillators (AEDs)	All Personnel and Public	Superintendent	Local	Number of uses	May 2008
Requirement of expanded criminal history background checks based on the submission of fingerprints	All certified/ non-certified educators and substitute	Superintendent	Local	Criminal History Background Checks	By September 2011

	teachers				
Address Teen Dating Violence Toolkit	Grade 6-12 students	Campus Administrators, Counselors	Local	Documentation of Incidents	September 2007-June 2008
School Bus Emergency Evacuation Training	All District students	Director of Operations	Local, Training videos	Training documentation	Fall 2007

Goal	Bowie ISD will foster the use of state-of-art technology through integration within the curriculum.
Performance Objective	Bowie ISD will increasingly demonstrate technology integration as part of classroom instruction as required by No Child Left Behind law.
Summative Evaluation	Final Expenditures Report for 2007-08

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Upgrading office computers	District/Campus Office Personnel	District Technology Director	Local	District Needs Assessment	August 2007
Online Testing Program for TELPAS (RPTE II), TAKS-Alt testing and PA Series practice testing and benchmarking	Students served in ESL, Special Ed., and Gr. 8 programs	District Assessment Coordinator	Local	TELPAS Test Results TAKS-Alt Test Results	May 2008 May 2008
Additional permanent and mobile projectors for power point presentations in the classrooms	Grade 6-12 Students	District Technology Coordinator	Local	District Needs Assessment	August 2007

Goal	All Bowie ISD limited English proficient students, Grades 3-11, will be documented accurately by the LPAC for the Spring assessments.
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Performance Objective	Bowie ISD will strive for 100% participation on all state assessments, TAKS, TAKS (Accommodated), TAKS-Alt TAKS-M by the limited English proficient students, Grades 3-11.
Summative Evaluation	2008 Performance-Based Monitoring Analysis System (PBMAS) Report

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
The attendance of the Language Proficiency Assessment Committee training by new campus committee members.	New LPAC members	Region 9 ESC	Local, LPAC Manual	LPAC documentation Review of State Assessments Results for LEP students	August 2007 May 2008
Developing a checklist form for the campuses to indicate that the student qualifies as an immigrant for PEIMS purposes.	Immigrants Students	Campus Principals	Local, Campus Clerical Staff PEIMS Clerk	Review of Fall PEIMS submissions Review of Final PEIMS submissions	October 2007 June 2008
PEIMS coding of LEP students will be reviewed and corrections on coding of immigrant students will be made.	LEP/ Immigrant Students	Campus Principals	Local, Campus Clerical Staff PEIMS Clerk	Fall PEIMS Submission	October 2007

Goal	All Bowie ISD students who are at-risk will be provided opportunities for academic success.
Performance Objective	All Bowie ISD students who are at-risk will exceed all academic standards in Reading/Language Arts, Mathematics, Science, and Social Studies as required by the State Compensatory Education program.
Summative Evaluation	2008 State Accountability System Report and 2008 Adequate Yearly Progress Report

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
District staff for both, regular classroom and alternative setting to assist students	At-risk students	Superintendent	13.06 FTES, \$384,052 - SCE	NCLB Highly Qualified Report	October 2007

Transportation to and from the alternative education program	At-risk students	Director of Operations	\$50 - SCE	Annual Transportation Report	June 2008
Contract and software support for computer-assisted laboratory	At-risk students	District Technology Director	\$5,500 - SCE	Title II, Part D Final Evaluation Report	August 2008
Life Skills Program for Student Parents Program	Student Parents	High School Principal	\$6,450 - SCE	LSPSP Final Evaluation Report	August 2007
Summer School	At-Risk Students	High School Principal	\$25,636 - SCE	Summer Exit Level TAKS Retest Results	August 2008
At-Risk Coordinator	At-Risk Students	High School Principal	0.59 FTEs, \$27,635 - SCE	TAKS, TAKS-Alt, TAKS-M, TAKS -Accommodated Test Results	May 2008

Goal	Cont. on At-Risk opportunities for success
Performance Objective	Cont. on At-Risk in core subject areas
Summative Evaluation	Cont. 2008 Accountability System and AYP Reports

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Supplying/ maintaining instructional materials and subscriptions for computer-assisted programs for Alternative Education Program	At-Risk Students	Campus Principals	\$2,300 – SCE	SCE Final Evaluation Report	August 2008
GED testing for High School Equivalency Program (HSEP) students	At-Risk Students	High School Principal	\$200 - SCE	Annual School Report or GED Options	August 2008

TAKS Remediation	At-Risk Students	High School Principal	\$1,300 - SCE	Summer Exit Level TAKS Retest Results	August 2008
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Goal	Bowie ISD will construct a budget that emphasizes academic excellence.
Performance Objective	All Bowie ISD students will be supported academically by the appropriate use of Local, State, and Federal funding to promote total students
Summative Evaluation	2008 TAKS/TELPAS Test Results, FIRST Rating

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Construction of new Grades 9-12 high school	Gr. 9-12 Students	Superintendent, Director of Business	Bond	Completion of \$9.8 million of bond sales, surveys, Legal work	January 2008
Board approval to increase the above state base pay for professional staff	All professional educators	Board of Trustees, Superintendent, Director of Business	Local	Final 2007-08 Budget Report	August 2007
Hiring of a mentor for teachers of two or less years of experience or new teachers to the district	Classroom teachers	Superintendent, Campus Principals	Local	Professional Development and Appraisal System (PDAS) Summative Report	May 2008

Goal	All Bowie ISD students who are served by the special education program will be provided the same opportunities for academic success as the students being served in regular education.
Performance Objective	The TAKS only Bowie ISD participation rate for appropriately identified students served in special education will meet or exceed the state rate in a suitable less restrictive environment and placement.
Summative Evaluation	2008 State Accountability System Performance Rating and 2008 Adequate Yearly Progress Report

Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark Timeline
Re-analysis of student placements in the Admission Review Dismissal (ARD) process based upon the 3% cap	Students served by Special Education	Superintendent, Campus Principals	Federal, State and Local	2008 Adequate Yearly Progress Report Performance-Based Monitoring Analysis System	September 2008 October 2008
More students participation through TAKS-Alt, TAKS-M, and TAKS Accommodated	Students served by Special Education	Superintendent, Campus Principals	Local	2008 Adequate Yearly Progress Report Performance-Based Monitoring Analysis System	September 2008 October 2008
Diploma rate	Grade 12 students	Superintendent, High School Principal	Local	Number of Graduates vs. Enrollment of same class in Grade 9	September 2008
Identification of students to be served by special education program	All students served by special education	Superintendent, Campus principals	Local, State/Federal	Number of students served in special education vs. state standard	September 2008
Discretionary DAEP and ISS placements of students served by special education program	All students served by special education	Superintendent, Secondary Campus Principals	Local, State/Federal	Number of students served in special education vs. state standard	September 2008

Goal	To achieve academic success, Bowie ISD will support active parental and community involvement.				
Performance Objective	The Bowie ISD desire to increase the scope, quantity, and quality of parent and community involvement.				
Summative Evaluation	2007-08 Academic Excellence Indicator System Report (AEIS)				
Strategy/Activity	Target	Person	Budget/Resou	Formative Assessment	Benchmark

	Population	Responsible	Source		Timeline
PTO or PTA involvement at all Title I school-wide campuses	Local Parents	Campus Principals	Local funding	2007-08 District Parent Involvement Survey	May 2008
Parent volunteers to assist Title I school-wide campuses	Parent and Community Volunteers	Campus Principals	Local funding	State Test Results Campus/ District Disciplinary Reports	May 2008 June 2008
Additional parental and community involvement who has students in the district special population programs	Parent /Community patrons	Campus Principals	Local and State/Federal Funding	Number of parents and community patrons representing students in special populations serving on committees	August 2007 – June 2008