



***WHITE DEER HIGH SCHOOL***

***CAMPUS IMPROVEMENT PLAN***

***2008-2009***

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**SUBMITTED BY:**

**WHITE DEER HIGH SCHOOL**

**CAMPUS IMPROVEMENT PLAN COMMITTEE**

<b>Campus/Community Members</b>	<b>Title</b>	<b>Name</b>	<b>Term Expires</b>
White Deer High School	Non-teaching Professional (Principal)	Tom Lindsey	Non-Ending
White Deer High School	Teacher	Counselor	2009
White Deer High School	Teacher	Abbie Reyes	2009
White Deer High School	Teacher	Sharon Stiles	2010
White Deer High School	Teacher	Darla Forney	2010
White Deer High School	Paraprofessional	Donna Urbanczyk	2009
Community	White Deer	Allison Britten	2009
Community	White Deer	Heather Edwards	2010
Business	White Deer		
Business	White Deer		
White Deer High School	White Deer Parent	Kovette Bradley	2009
White Deer High School	Skellytown Parent	Jamie Taylor	2010

## **PHILOSOPHY STATEMENT**

**We believe that:**

- **Students have the right to a quality education**
- **Every student can learn**
- **School should be a safe, nurturing and positive environment stimulating students to seek high expectation in academics**
- **Students, teachers, and parents have a shared responsibility for learning**
- **Quality education empowers students to be productive citizen**
- **Educators have a lasting impact on the lives of students.**

## **MISSION STATEMENT**

**The mission of White Deer High School is to provide a safe, nurturing, and positive environment which stimulates all students to develop academic, emotional, social, and physical excellence, thus providing a foundation for lifelong success in the twenty-first century.**

**TITLE 1**  
**10 School-wide Components**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Comprehensive needs assessment</b>	<b>School-wide Reform Strategies (Scientifically Research-Based Strategies)</b>	<b>Instruction by Highly Qualified Teachers</b>	<b>High Quality &amp; Ongoing Professional Development (in accordance with § 1119) (teachers, principals, &amp; Paraprofessionals, and if appropriate, pupil services personnel, parents, and other staff)</b>	<b>Strategies to Attract High-Quality, Highly-Qualified Teachers</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Parental Involvement Strategies (in accordance with § 1118)</b>	<b>Transition Activities for Preschool Children</b>	<b>Inclusion of Teachers in Academic Assessment Decisions</b>	<b>Assisting Students Experiencing Difficulties Mastering the Proficient &amp; Advanced Levels of Achievement Standards</b>	<b>Coordination and Integration of Federal, State, and Local Services &amp; Programs</b>

## **STATE GOALS**

**GOAL 1: Reading and writing of the English language.**

**GOAL 2: Understanding of mathematics.**

**GOAL 3: Understanding of science.**

**GOAL 4: Understanding of social studies.**

## **STATE OBJECTIVES**

**OBJECTIVE 1: Parents will be full partners with educators in the education of their children.**

**OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.**

**OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.**

**OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students.**

**OBJECTIVE 5: Qualified and highly effective personnel will be recruited, developed, and retained.**

**OBJECTIVE 6: The State's students will demonstrate exemplary performance in comparison to national and international standards.**

**OBJECTIVE 7: School campuses will maintain a safe and disciplined environment conducive to student learning.**

**OBJECTIVE 8: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.**

**OBJECTIVE 9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.**

## NEEDS ASSESSMENT SUMMARY

After a review of supporting documents, need assessment tools, discussions during site-based committee meetings and other forms of assessment, there has been a movement to raise the academic expectations on our campus and strive to accomplish the goals set forth by the campus improvement team, the principal, and the community. After conferences with teachers and a review of the 2008 TAKS data and grade reports, academic needs were established and priorities were identified.

It was decided that:

- The 2008-09 Master Schedule will contain a wide variety of course selections that not only meet student remedial needs but also include academically challenging selections.
- Many of our students have academic, social, and/or psychological baggage that we have to address.
- The Science department will disaggregate the TAKS data and identify the kinds of questions and information that the students are having trouble with and then work to insure that those issues are remediated.
- The Math department will modify the Saxon procedures to incorporate TAKS aligned problems.
- All curriculums evaluated, analyzed and disaggregated test data and also identified objectives that needed to be improved on.

All Vocational programs will be evaluated as to their effectiveness based on teacher, parent and administrator perspectives.

There remains a strong push for advanced academic challenges. College entrances exams scores were disaggregated to curriculum teams to establish goals and means of increasing scores. Curriculum was extensively revised and vertically and horizontally aligned and integrated. ACT preparation materials were purchased and a system of student use was established.

The most challenging problems that have affected student performance are social in nature. The social and economical problems faced by our students have posed a unique challenge for advisory staff. A commitment has been made to address individual problems and give our students a sense of belonging by sincerely caring for them. This requires teachers and staff to enter the student's world and meet some physical or emotional need. Teachers are highly encouraged to be open to student's personal concerns and needs. Interviews with the counselor and principal have established open lines of communication.

# WHITE DEER HIGH SCHOOL GOALS AND OBJECTIVES

## 2008-2009

**GOAL 1: Student achievement will continue to improve each year as measured by the annual INOVA report**

OBJECTIVE A: To achieve 90% pass rate on all TAKS test by 2009.

OBJECTIVE B: To strive for 98% attendance while maintaining at least 97% attendance.

OBJECTIVE C: To **strive for** 100% graduation rate for all students and special population groups of White Deer High School.

OBJECTIVE D: To **maintain** student enrollment in Dual-Credit and Advanced courses at 50% enrollment or better of all Juniors and Seniors.

OBJECTIVE E: To **maintain** student performance on ACT and SAT college entrants test **at 21 or better for core students and 19 or better for non-core students.**

OBJECTIVE F: To enhance dropout prevention so that the dropout rate is below 1% for all White Deer High School students which including all special population groups.

**GOAL 2: Students will be challenged academically with a variety of Advanced and College courses offerings and will be funneled into those classes by academic advisor.**

OBJECTIVE A: To maintain an average enrollment of 25% of total student population moving toward the advanced track.

**GOAL 3: Improved curriculum & instruction: A well balanced & appropriate curriculum will be provided to all students utilizing creative and innovative techniques in instruction and technology**

OBJECTIVE A: 100% of all staff will attend professional development opportunities that will focus on identified student or curriculum needs in order to increase student performance.

**GOAL 4: White Deer High School will maintain a positive and safe environment conducive to student learning**

OBJECTIVE A: 100% of all students will participate in the school's safe and drug-free educational programs.

**GOAL 5: Parental and community involvement: An awareness of what is happening at White Deer High School will be communicated on a regular basis using available technological and media means.**

OBJECTIVE A: 100% of all parents will be contacted at least one time during the year concerning their child's performance.

OBJECTIVE B: 70% of all parents will participate in quality community involvement activities through established organizations and programs.

**GOAL 6: Staff will implement instructional strategies which will be successful in raising the achievement levels of all students including all Special Populations, At-Risk, Special Education, Gifted and Talented, and Economically Disadvantaged.**

OBJECTIVE A: To improve all students' achievement scores as measured by the TAKS test and reported on the Academic Excellence Indicator System on an average of 5% per year.

**GOAL 7: White Deer High School will maintain Highly Qualified Personnel by implementing a Campus Recruitment and Retention Plan.**

OBJECTIVE A: 100% of the White Deer High School instructional staff will be Highly Qualified by the end of the 2008-09 school year.

**WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN**

**GOAL 1:** Student achievement will continue to improve each year as measured by the annual INOVA report

**OBJECTIVE A:** To achieve 90% pass rate on all TAKS test

Summative Evaluation: TAKS data

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Curriculum will be evaluated and instructional strategies shared among staff members.		5 - 09	LOCAL	Counselor Principal	Staff and site based meeting agendas and minutes	Increased professional collaboration which increases student achievement
2	Mandatory tutorials for 9 <sup>th</sup> -12 <sup>th</sup> grade for students who are failing.	9	Each 3 week period	LOCAL	Principal	6-week report cards, Master Schedule, and sign in sheets	Lowered number of progress reports and a drop in failing rates and improved attendance
3	Bench mark TAKS testing a. Online TRACK test 10 <sup>th</sup> grade b. Released TAKS tests c. 8 <sup>th</sup> TAKS data	1	8 - 08 5 - 09	Cost of plan	Wade Petty Counselor Principal	Test results	TAKS scores for 2008-2009
4	Student rewards for attendance & non-failing rate – outings, movies, special recognition		Each 6 weeks	LOCAL	Counselor	PEIMS & report cards	Under 5% failing rate 97% attendance
5	Teachers will be instructed by their principal on the use and understanding of available student data & how to apply it for improved instruction		11 - 08	LOCAL	Principal Curriculum teams	TAKS data, INOVA, school report card, AESIT , INOVA – in curriculum teams	Increase in state scores
6	Improve math skills & grades by offering morning tutorials from 7:30 to 8:00	9	8 - 08 5 - 09		Wade Petty	Sign in sheets Principal/Instructors meeting each month	Increase in math grades for 6 weeks Increase in EOC Algebra scores
7	All professional staff will complete required GT training hours a. 6 hour update each year b. All core staff to be certified	4	8 - 08 5 - 09	LOCAL	Principal	Conference or Professional Development certificates turned into office	6 hour update provided during in-service
8	Use INOVA program to analyze student data and implement instructional strategies for At-Risk students to be successful on TAKS test	1	10 - 08	LOCAL	Principal	Invoice of purchase, Pass out handouts and conduct Principal interview. Discuss during Curriculum team meetings as documented in agendas and minutes	ESC 16 staff present tutorial use of programs to Administrators
9	Vertical and Horizontal alignment of core subjects and reassign teachers to better utilize strengths of teachers	1,2,3	9 - 08	LOCAL	Principal Core teachers	Staff meeting minutes, Curriculum team agenda, Master Schedule, Class Syllabus	Increase ACT scores and create a higher standard of instruction and student learning
10	Develop Personal Graduation Plans for all TAKS failures a. Explain purpose of plan to Parents b. Implement plans		10 - 08	LOCAL	Principal Counselor	Personal Graduation Plan Form, Confidential Student Reports,	TAKS passers

WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN

**GOAL 1:** continued from previous page

**OBJECTIVE B:** To strive for 98% attendance while maintaining 97%

Summative Evaluation: TAKS data, INOVA data, Attendance records

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Attendance Rewards a. Drawings for gift cards		Each Semester		Counselor Principal	PEIMS Attendance reports	98% Attendance rate
2	Semester test exemptions for all students who, meet exemption curriculum of attendance and grades		12 - 08 5 - 09	NA	Principal	Attendance reports Grade reports	50% of all students are exempt from some semester examines
3	Develop a procedure for student and parent notification of a attendance problems & consequences a. Attendance Committee meet on all violations of the 90% rule b. Filing complaints with JP for violation of Compulsory Attendance c. Attendance reporting phone call 1. Mail out first letter after 5 absences 2. After 8 absences, letter to parent & required conference 3. After 10 absences class credit is denied until Attendance Committee meeting	1, 9, 10	8 - 08  Each 6 weeks	NA	Principal	Attendance reports, record of letters sent, and parent conferences with principal  PEIMS & Attendance reports	Decrease in Attendance problems by 50% All violators are prosecuted according to law Increase in Attendance rate for individual students Decrease in referrals to attendance committee
4	Phone calls and/or personal contact, including notes, with parents after each student absence	6	Daily	NA	Principal Donna Urbanczyk	Call Log Attendance reports Principal's report	Increase attendance rule for each student
5	Examine weekly attendance reports for potential excessive absences		Weekly	NA	Principal Donna Urbanczyk	Attendance reports & printout	Increase Attendance rate Decrease the number of unexcused absences

WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN

**GOAL 1:** continued from previous

**OBJECTIVE C:** Strive for 100% graduation rate for all students & special population groups at White Deer High School

Summative Evaluation: TAKS data, INOVA data, School Report Card, Curriculum Team Meetings, Staff conversations, Weekly Staff newsletter

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	If a student has attendance or grade problems, a. Consult with parents b. Consider credit recovery options c. Consider Pampa Learning Center or alternative school to continue education	10	8 - 08 to 5 - 09	NA	Counselor Principal	Grade reports Attendance reports Parent conferences	Diploma attained
2	Counseling Services a. Career guidance b. Educational guidance c. Emotional guidance		8 - 08 to 5 - 09	NA	Counselor	Counselor report of activities Principal – Counselor meeting agendas and minutes	100% graduation & diploma rate Increase of counselor conferences with students
3	Transition Services for special population a. Texas Rehabilitation Commission attend all Senior ARD's b. Texas Panhandle Mental Health & Mental Retardation Services for eligible Students c. Career Activities field trips, College visits & Tech. preparation activities	10	8 - 08 to 5 - 09		Counselor Principal Mona Freeman	Meeting documentation in student files Report cards Principal Daily log of meeting with case workers on progress of individual students	Keep drop-out rate less than 1% Increase career & education awareness & opportunities

WHITE DEER HIGH SCHOOL  
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**GOAL 1:** continued from previous page

**OBJECTIVE D:** To increase student enrollment in Dual-Credit and Advanced courses by 10% per year with a goal of 25% enrollment of all Juniors and Seniors by 2011.

Summative Evaluation: Dual-Credit enrollment rosters, Advance class rosters, PEIMS, INOVA information

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Increase awareness of course offerings & benefits of Dual Credit Courses a. Class meetings b. Parent meeting for all Dual Credit as Sophomores & Juniors	2	8 - 08 to 5 - 09	NA	Counselor	Enrollment rosters	50% of all Seniors have taken 1 Dual Credit course
2	Attend Career Day a. Amarillo College for Sophomore and Juniors to gain information on career & educational requirements for professions b. All students served by Special Education attend two career activities		8 - 08 to 5 - 09	LOCAL	Counselor Mona Freeman Karen Lermon	Counselor Action & calendar Principal's Daily Log	All Senior students have document able career or educational plans, post graduation
3	Encourage all students to take college entrance exam by end of their Junior years a. Counselor visits in classrooms with ACT, SAT, Bulletins		8 - 08 to 5 - 09	NA	Counselor	Counselor calendar Guidance activity each month	50% of all Seniors have taken test by Dec. 1, 2008 Only if enough students register

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**GOAL 1:** continued from previous page

**OBJECTIVE E:** To increase student performance on ACT and SAT college entrants tests by an average score of 5% per year.

Summative Evaluation: ACT & SAT reports, INOVA

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	ACT/SAT preparation a. Purchase ACT software for computer & Math Lab b. Use tutorials for preparation		8 - 07 to 5 - 08	LOCAL	Counselor Wade Petty	Sign in sheets organize students & assign lab times ACT reports	Increase student scores by a 2 point average
2	Distribute ACT/SAT & INOVA study materials to all Junior & Seniors		10 - 08	LOCAL	Counselor	ACT registration Counselor calendar	All students receive materials Increase ACT registration by 10% over last year
3	Increased test awareness through group meetings conducted during school hours and parent meetings during after school hours, and maintaining up to date pamphlets and materials	6	5 - 09	NA	Counselor	Counselor calendar	75% of all Seniors take test

WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN

**GOAL 1:** continued from previous page

**OBJECTIVE F:** To enhance dropout prevention so that the dropout rate is below 1% for all White Deer High School students which include all special population groups

Summative Evaluation: TAKS data, INOVA data, PEIMS reports

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Continue to have flexible schedule to meet students needs		8 - 08 to 5 - 09	NA	Principal / Counselor	Yearly needs assessment (choice sheets)	Available services and resources will be effectively utilized to prevent dropout
2	Utilize PLC for dropouts or potential dropouts Local credit recovery		08 - 09 School Year	NA	Counselor	Counseling sessions with potential students as recorded in Principal's log or Counselor's log	Available services and resources will be effectively utilized to prevent dropout
3	Counseling services to prevent or discourage dropout		08 - 09 School Year	NA	Counselor	Counseling sessions with potential students as recorded in Principal's log	Available services and resources will be effectively utilized to prevent dropout
4	Discuss and implement appropriate plan for non-college bound students		08 - 09 School Year	LOCAL	Counselor	Parent conferences with Principal or Counselor as recorded in Conference logs	Available services and resources will be effectively utilized to prevent dropout
5	Provide professional development for staff who work with At-Risk students		August 2008		Principal	Certificates of completion	6 week failure list
6	Provide makeup absences for students that exceed the 90% rule		12 - 08 5 - 09	NA	Principal	Attendance committee minutes	Minutes of Attendance Committee and Principal's Log
7	On or before the age of 14, students IEP will include a statement of transition service needs that relate directly to the student's post secondary goals and shows how the planned course of study is linked to these goals		By students 14 <sup>th</sup> Birthday	Local individual State Special Ed. funds	ARD committee members	Individual Student IEP's	Increase graduation rates Zero drop outs
8.	Mandatory tutorials for At-Risk students who are failing in grades 9 <sup>th</sup> through 12th grades		Daily		All teachers	Tutorial lists, Sign-in Sheets	Increased ACT and SAT scores, TAKS test results, failure lists
9	Maintain all Vocational programs in Agriculture, Homemaking, and Business	10,2,1	8 - 08	LOCAL Carl Perkins Funds	Bryan Higgs Principal Gari Larkin Counselor Rosalea McAnally Karen Lermon	Team meetings, Staff Interviews	Student dropout risks are lowered
10	Provide opportunities for students not mastering required objectives to acquire needed skills: <ul style="list-style-type: none"> <li>• Tutorials</li> <li>• Computer based credit recovery</li> </ul>		08 - 09 School Year	NA	Principal Counselor	Number of students earning credits	Increased graduation rates

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**GOAL 2:** Students will be challenged academically with a variety of Advanced and College courses offerings and students will be funneled into those classes by academic advisor.

**OBJECTIVE A:** To maintain an average enrollment of 25% of total student population moving toward the advanced track.

Summative Evaluation: Dual-Credit enrollment rosters, INOVA reports, PEIMS

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Freshman orientation with 8 <sup>th</sup> grade students and parents		May of each year	NA	Principal, Counselor	Sign-in Sheets	Fewer schedule changes
2	Counsel students and parents how class rank is determined using weighted classes		08 - 09 School Year	NA	Principal, Counselor	Sign-in Sheets	Class and individual discussions with students discussing class ranks
3	Offer Dual – Credit courses and stress time and money saved – May offer Trig, BCIS 2, Biology 2, Government, Economics, English, Math, US History	3,8	08 -09 School Year	NA	Principal, Counselor	Master schedule of classes	Number of courses offered
4	Stress the importance of other advanced courses – Calculus, Trig, Computer Science & Physics		08 – 09 School Year	NA	Principal, Counselor	Master schedule of classes	Number of students enrolled in Advanced Courses (INOVA)

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**GOAL 3:** Improved curriculum & instruction a well balanced & appropriate curriculum will be provided to all students utilizing creative and innovative techniques in instruction and technology

**OBJECTIVE A:** 100% of all staff will attend professional development opportunities that will focus on identified student or curriculum needs in order to increase student performance.

Summative Evaluation: Staff development logs and certificates

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Staff will receive training & At-Risk modifications a. Individual teacher principal conference b. Staff in-service	4	8 – 08	LOCAL	Principal Counselor	Sign in sheets Curriculum team minutes Conference notes Progress reports	Reduction in Special Education & At-Risk failures
2	Technology training through a group class and peer tutoring a. Microsoft Office – Word, Excel, Power Point b. Win-school c. E Grades & attendance d. Web pages		08 - 09 School Year	LOCAL	Rosalea McAnally Karen Lermon	In-service sign in sheets Principal's Log of assignments	100% compliance by staff
3	Provide comp time for related staff development obtained in summer		8 - 08	LOCAL	Principal	In-service registration and certificates Teacher need assessment	Number of teachers attending summer workshops
4	Language Proficiency Assessment Committee (LPAC) training	4	As needed	NA	Principal Region 16 staff	Certificate of Completion	If no student in need of assessment is missed
5	Migrant Identification Training	4	8 - 08	Na	Principal, Counselor	Certificate of Completion	Proper identification of students

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**GOAL 3:** continued from previous page

**OBJECTIVE A:** 100% of all staff will attend professional development opportunities that will focus on identified student or curriculum needs in order to increase student performance.

Summative Evaluation: Staff development logs and certificates

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
6	WDISD will provide someone trained in identification and recruitment of migrant students.		08 - 09 School Year	LOCAL	Abbie Reyes	Certificate of attendance	
7	Encourage teacher's to obtain Advance placement certification	3,4	08 - 09 School Year	LOCAL	Principal	Registration Invoice	Teacher obtains certification
8	Needs Assessment survey to determine teacher interest & concerns.	1	4- 09	LOCAL	Principal	Copy of Assessment Instrument Principal's Evaluation	100% turned in by staff
9	Work with teachers on teacher/parent conferencing and how to utilize parents in the school	6	08 - 09 School Year		Principal Counselor	Staff meeting minutes Personal interview with staff Principal's log Power Point presentation	Lowered parent and teacher anxiety during conferences

WHITE DEER HIGH SCHOOL  
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**GOAL 4:** White Deer High School will maintain a positive and safe environment conducive to student learning

**OBJECTIVE A:** 100% of all students will participate in the school's safe and drug-free educational programs

Summative Evaluation: Drug survey, PEIMS, Discipline reports

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Establish consistent discipline with the aid of student handbook, and discipline rules		8 - 08	NA	Principal	Staff meeting in-service power point presentation, documentation of discipline visits	Same as above
2	Conduct class presentations and campus assemblies by staff and guest speakers on the hazards and consequences of Drug and Alcohol use with special emphasis during Red Ribbon Week		08 - 09 School Year	LOCAL	Counselor	Counselor's calendar Principal's log Campus Calendar	Surveys anonymously of students to get feel for drug/alcohol use Drug dog: Did the dog find anything?
3	Utilize programs like Conflict Resolution, Violence prevention, Suicide prevention, etc.		08 - 09 School Year	LOCAL	Counselor	Counselor's Calendar Principal's Daily log Discipline Referrals	Lowered instances of student conflict's.
4	Educate students, staff and parents on the campus Bullying policy	T 1..9	08 - 09 School Year	Local	Principal Counselor	Discipline referrals and Incident reports	# of referrals for bullying

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**GOAL 5:** Parental and Community involvement an awareness of what is happening at White Deer High School will be communicated on a regular basis using available technological and media means.

**OBJECTIVE A:** 100% of all parents will be contacted at least one time during the year concerning their child’s performance.

Summative Evaluation: Parent contact logs, Principal’s Daily log

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Workshops for parents concerning higher education: a. Financial Aid b. College entrance criteria	6	10 – 08	Local Funds	Counselor	Sign in sheets	Number of participants
2	Maintain School Web site	6	08 - 09 School Year	LOCAL	Karen Lermon Rosalea McAnally	Web counter	Positive responses from users
3	Hold Report Card Nights, Title I Meetings and Parent Involvement Meetings		10 – 08 2 - 09	NA	Principal	Sign in sheets	75% parental participation
4	Train and discuss with parents and students the benefits of transition services		as needed or annually per ARD anniversary date	NA	Mona Freeman	Principal’s Log and ITP documents	ARD meetings reflecting those agencies that participate
5	Participation of necessary agencies in ARD process according to state and federal law	10	8 – 08	NA	Mona Freeman	Principal’s Log and ITP documents	ARD meetings reflecting those agencies that participate
6	All written communication with parents provided in parents’ primary language		8 – 08	NA	Mona Freeman	Copies of documents	Parental understanding of document

WHITE DEER HIGH SCHOOL  
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**GOAL 5:** Community and parent involvement

**OBJECTIVE B:** 70% of all parents will participate in quality community involvement activities through established organizations and programs

Summative Evaluation: Parent sign-in sheets, teacher logs, Attendance logs, Principal's daily log

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp.	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Continue our FFA and FCCLA advisory meetings	6	08 - 09 School Year	NA	Gari Larkin Bryan Higgs	Sign in roster	50% of parents participating
2	Continue our band and athletic booster meetings		08 - 09 School Year	NA	Ray Bell Wade Wilson	Sign in roster	50% of parents participating
3	Continue annually our 8 <sup>th</sup> Pre Plan for High School meetings		4 - 09	NA	Counselor	Sign in roster	50% of parents participating
4	Continue our annual "Open House" and Spring Title I Parental Involvement meeting	6	10 - 08 2 - 08	NA	Principal Counselor	Sign in roster	50% of parents participating
5	Review parental involvement policy		10 - 08 2 - 09	NA	Principal	Open house management notes	Increased parental involvement
6	Distribute school/parent compact		10 - 08	NA	Principal	Management notes	Compact
7	Seek parent input in development of Campus Improvement Plan		10 - 08	NA	Principal	Needs assessment survey	Number responding
8	Worth the Wait Sexual Abstinence Program a. Health class curriculum b. English curriculum c. Parent assembly d. Student assemblies e. News letters f. Sex surveys g. Counseling	10,1	5 - 09	LOCAL	Counselor Principal Darla Forney	Health class curriculum Student assemblies Parental assemblies Principal's Log on conferences	Increase awareness Positive parental feedback Dialog between counselor & students

WHITE DEER HIGH SCHOOL  
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**GOAL 6:** Staff will implement instructional strategies which will be successful in raising the achievement levels of all students including all Special Populations, At-Risk, Special Education, Gifted and Talented, and Economically Disadvantaged

**OBJECTIVE A:** To improve all students' achievement scores as measured by the TAKS test and reported on the INOVA on an average of 5% per year.

Summative Evaluation: TAKS data, INOVA data, School Report Card, Curriculum Team Meetings, Staff conversations, Weekly Staff newsletter

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Systematic process for referral of special education, 504, and G. T. students are established to insure proper placement of children for success		as needed or annually per ARD anniversary date	LOCAL	Counselor	ARD committee minutes pertaining to reevaluation inform	Students performance on IEP
2	Offer a continued variety of Dual Credit Courses that will meet the needs of our students and encourage them to attend college		9 - 08 1 - 09	LOCAL	Classroom teachers, Counselor Principal	Semester grades from college	99% of students maintain 70% Average or better
3	At-risks students will be aggressively targeted and monitored for academic problems and students will be assigned to tutorials, and teachers will modify instruction		12 - 08	LOCAL	Counselor Principal	At-risk list as provided by PEIMS reports Failure lists	Report cards & failure list
4	Gifted and Talented Program will enhance and stimulate student imagination through interactive activities and field trips		08 - 09 School Year	LOCAL	Counselor Jennifer Rapstine	Campus calendar Coordinator Lesson Plans Field Trip requests and requisitions	Observation of student achievement
5	Use Available Online tutorial TAKS remediation programs. a. TRACK to TAKS		5 - 08	LOCAL	Wade Petty Paul Thomas Principal	Benchmark tests, 2008 TAKS data, Confidential Student Reports	% passing rate of TAKS failures on Spring TAKS
6	G. T. orientation for parents	6	08 - 09 School Year	LOCAL	Jennifer Rapstine	Sign in sheets	20% parental participation

WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN

**GOAL 6:** continued from previous page

**OBJECTIVE A:** To improve all students' achievement scores as measured by the TAKS test and reported on INOVA on an average of 5% per year.

Summative Evaluation: TAKS data, INOVA data, School Report Card, Curriculum Team Meetings, Staff conversations, Weekly Staff newsletter

ITEM	ACTIVITIES/STRATEGIES	School Wide Comp.	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
6A	Placement decisions include annual determination of LRE		08 – 09 School Year	NA	Classroom teachers Mona Freeman	Class record books Special Ed rosters	Student demonstration of progress
6B	Related Services – Students consistently serviced through COOP Counselor and Speech Therapist	10	5 - 09	LOCAL	Speech Therapist Counselor	Student IEP Counselor sign in sheets Therapist sign in sheet and documents	Number of students dismissed from speech and counseling program
7	Continue to upgrade technological facilities		5 – 09	TIF Grant	Danny Ferrell	Purchase orders Principal's log	Degree of utilization of equipment
8	Provide Individual Remediation and Tutoring for Science and Math TAKS failures		5 - 09	Rural Schools	Principal Darla Forney	TAKS Data, Benchmark Testing and use of Computer Assisted Instruction	Prior failure pass Spring 2009 test

WHITE DEER HIGH SCHOOL  
2008-2009 CAMPUS IMPROVEMENT PLAN

**GOAL 7:** White Deer High School will maintain Highly Qualified Personnel by implementing a Campus Recruitment and Retention Plan.

**OBJECTIVE A:** 100% of the White Deer High School instructional staff will be Highly Qualified by the end of the 2007-08 school year.

Summative Evaluation: Staff teaching certificates, TEA campus reports

ITEM	ACTIVITIES/STRATEGIES	Title I Req.	TIMELINE	BUDGET	STAFF/RESOURCES	EVALUATION TECHNIQUES AND DOCUMENTATION PROCEDURES	SUCCESS INDICATOR(S)
1	Ensure that teachers are hired and assigned to teach in areas in which they are highly qualified.	2, 3, 15	Aug 2008	Teaching Certificates & Schedule building	Principal Danny Ferrell	Teaching Certificates and Class Schedules	% Highly Qualified Personnel
2	Participate in teacher job fairs and post vacancies on the online Teacher Job Network maintained by Region 16 ESC	3, 4	Spring each year as needed	Region 16 and Local Colleges	Principal Danny Ferrell	Principal's calendar & ESC website	% Highly Qualified Personnel
3	Work with local colleges to provide observation hours, and when possible, student teaching opportunities on each campus.	3, 4	Aug. 25, 2008 to May 29, 2009	Local Colleges - Teacher Programs	Principal	College verification records	Documentation of student observation times and student teacher records
4	Provide support that allows teachers to perform their teaching duties with confidence and success, specifically by having them trained in meeting the needs of diverse populations i.e. G/T, ESL, Special Ed, Dyslexia.	1, 3, 4, 9	Aug. 25, 2008 to May 29, 2009	Local Budget - Professional Development & Travel Funds	Principal Danny Ferrell	Professional Development Schedule	Six weeks grades and TAKS scores
5	Develop and implement a "New Teacher" mentoring program.	1, 2, 8	5/30/2009	Campus Site Based Committee	Principal Counselor	Program guidelines	New teacher success or failure
6	Replace unexpected teacher vacancies with Highly Qualified staff.	3	As Needed	Local Colleges Career services	Principal	Teaching Certificates and Class Schedules	District personnel records

**White Deer ISD FUNDING KEY**

1.	State Comp. Ed.	\$125,011.00
2.	Title I, Part A	\$ 37,232.00
4.	Title II, Part A	\$ 2,904.00
5.	Title II, Part D	\$ 295.00
7.	Title IV, Part A	\$ 831.00

**White Deer ISD utilized the REAP program to redirect 100% of Title II – Part A, Title II – Part D, and Title IV – Part A funds into Title I – Part A. These funds will be used to upgrade the Title I – Part A school wide program at all campuses.**

**For 2008-2009, \$ 125.011.00 State Compensatory Education funds and 4.5629 FTE’s will be used to upgrade the Title I-Part A school wide program at all campuses.**

**FTE’s in the District are:**

**White Deer Elementary Jr. High ----  
4.5629 FTE’s equates to: 2 Aides and 3 Teachers**

**White Deer High School---- 0 FTE’s Teachers and Aides**