

Palacios ISD
2008-2009
District Improvement Plan

**Palacios ISD students will meet or exceed
the state mastery level on all state
mandated assessments**

**Palacios Independent School District
Board/Administrative Goals 2008-2009**

Goal 1: *Promote high expectations for all students and staff*

Objectives:

- Increase the following on TAKS at all levels: the number of students achieving Commended Performance; the percentage of students scoring a 3 or 4 on their TAKS written compositions; and the percentage of students meeting the standard on the science test.
- Improve SAT and ACT scores.
- Provide staff training to improve instructional techniques at all levels including writing strategies.
- Provide early interventions to prevent students from falling behind.
- Promote and support job training skills for students at the secondary level.
- Improve participation and success at all levels in co-curricular and extra-curricular activities, including UIL academic meets.
- Provide outreach for disengaged students.
- Communicate staff and student success.

Goal 2: *Improve district facilities*

Objectives:

- Develop a long range facilities plan.
- Ensure a safe environment for students and staff.
- Pass bond issue for facilities improvement.
- Include strategies for controlled access to campuses in facilities plan.

Goal 3: *Focus on integrating technology*

Objectives:

- Continue support for staff technology competencies.
- Work towards one-to-one student/computer initiatives.
- Provide adequate technology for staff in the classroom.

Goal 4: *Recruit, attract and retain quality staff*

Objectives:

- Research additional incentives to retain staff.
- Provide opportunities for teachers to gain certifications in acute shortage areas.
- Continue providing competitive stipends and incentive pay.
- Continue to keep salaries and benefits competitive.

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 1: All students and student groups will meet or exceed 90% mastery on the Reading TAKS test.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Disaggregate and utilize TAKS performance data to plan reading instruction.	V. Kunecke	8/08 11/08	Region III data; TAKS data	\$1,200 local funds Title II, Part D Funds	revised guides; instructional revisions;	90% mastery on Reading TAKS	
Administer district-wide TAKS bench-mark tests to determine areas of weakness.	Principals; Director of Instruction	9/08 - 4/09 2-3 times/ year	release tests	campus budget	release test results	increase in Reading TAKS scores	
Adjust reading curriculum in areas of need as determined by TAKS results.	V. Kunecke	5/09	Curriculum Leadership Cooperative; Reading instructional resources; TAKS item analysis	district budget	TAKS Scores	revisions in Curriculum Leadership Cooperative	
Teach the application of Critical Thinking Skills by offering activities that cause students to: make predictions, develop reasonable interpretations, recognize themes, identify basic conflicts and analyze characters.	Principals; Director of Instruction	8/08 - 5/09	all teachers curriculum guides	no cost	TAKS results; disaggregated data; lesson plans	90% mastery on Reading TAKS	
Core curriculum teacher will provide instruction for students in grades 7-high school using the triplet format in order to connect literature to events and to compare/contrast varying aspects of texts such as themes, conflicts and allusions.	Principals; V. Kunecke	8/08-5/09	core curricular lesson plans	no cost	TAKS results; disaggregated data; lesson plans	90% mastery on Reading TAKS	

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Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Utilize the Ellis language acquisition programs for English Language Learners (ELL) at all levels.	V. Kunecke	9/08-5/09	Ellis Program	Title III Grant	usage reports	increased English Proficiency on TELPAS	
Utilize WebCCAT to design practice tests in core subjects to test mastery of the TEKS/TAKS.	V. Kunecke; Principals	9/08-4/09	Region III's WebCCAT Program	\$300	locally designed benchmark tests	90% mastery on Reading TAKS	
Use vertical teaming to analyze the alignment of TAKS instruction.	V. Kunecke	9/08-5/09	teachers	no cost	teaming meeting agendas	90% mastery on Reading TAKS	
Provide tutorial for students failing reading.	Principals	9/08-5/09	reading teachers	ARI funds/local funds	report cards, six weeks failure lists	mastery of the Reading TAKS	
Use strategies to increase the percentage of students scoring Commended Performance on TAKS.	Principals	9/08-5/09	Region 3 TAKS disaggregation program	\$500	TAKS Benchmark results	increase in TAKS Commended Performance scores	

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 2: All students and student groups will meet or exceed 90% mastery on the Math TAKS test.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Disaggregate and utilize student TAKS performance data to plan math instruction.	V. Kunefke	10/08 5/08	Region III data TAKS data	\$1,200 Local funds Title II, Part D Funds	revised guides; instructional revisions	90% mastery on Math TAKS	
Administer district-wide TAKS benchmark tests to determine areas of weakness.	Principals; Director of Instruction	9/08-4/09	release tests	campus budget	release test results	increase in TAKS math scores	
Provide tutorials for students failing math.	Principals	9/08 - 5/09	math teachers	AMI funds/local funds	student enrollment	mastery of the Math TAKS	
Adjust math curriculum in relation to the Standards, TEKS, and TAKS in grades Prek - high school in areas of need.	V. Kunefke	5/09	Curriculum Leadership Cooperative math instructional resources math teachers	campus budgets	Pre-K Standards; TAKS release tests; TEKS	revision in Curriculum Leadership Cooperative	
Provide math TAKS acceleration classes at PHS for students failing math TAKS.	V. Segovia	8/08-5/09	Math Acceleration teacher math curriculum A+ Curriculum	Comp Ed funds \$30,552 (teacher)	schedules	90% mastery on Math TAKS	
Establish common vocabulary between math and science teachers in relation to math concepts in the science setting at the secondary level.	V. Kunefke	2/09	math and science teachers, CLC, textbooks, and TEKS	no cost	aligned vocabulary	90% mastery on Math TAKS	

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Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Utilize WebCCAT to design practice tests in core subjects to test mastery of the TEKS/TAKS.	V. Kunefke; Principals	9/08-5/09	Region III's Web CCAT Program	\$300	locally designed benchmark tests	90% mastery on Math TAKS	
Use vertical teaming to analyze the alignment of TAKS instruction.	V. Kunefke; Principals	9/08-5/09	teachers	no cost	teaming meeting agendas	90% mastery on Math TAKS	
Use strategies to increase the percentage of students scoring Commended Performance on TAKS.	Principals	9/08-5/09	Region 3 TAKS disaggregation program	\$500	TAKS Benchmark results	increase in TAKS Commended Performance scores	

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 3: All students and student groups will meet or exceed 90% mastery on the English/LA/Writing TAKS test.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Disaggregate and utilize student TAKS performance data to plan English/LA and writing instruction.	V. Kunecke	10/08 5/09	Region III data; TAKS data	\$1,200 Local funds; Title II, Part D Funds	revised guides; instructional revisions	90% mastery on English/LA and Writing TAKS	
Administer district-wide TAKS benchmark tests to determine areas of weakness.	Principals; Director of Instruction	9/08-4/09 2-3 times a year	release tests	campus budget	release test results	increase in ELA TAKS score	
Provide weekly instruction in areas of sentence construction, punctuation, capitalization, and spelling.	Principals	8/08 - 5/09	all teachers; lesson plans	campus budgets	disaggregated data by skill	90% mastery on English/LA and Writing TAKS	
Teachers in the four core curricular areas will provide writing assignments to students on a monthly basis to emphasize organization of ideas and the development of ideas.	Principals	8/08 -5/09	all teachers; lesson plans; writing prompts	campus budgets	TAKS pre-assessment results; disaggregated data by skill	90% mastery on English/LA and Writing TAKS	
Utilize the A+ program as a prescriptive method to increase skills in need of remediation.	C. Kubecka J. Adams V. Segovia	8/08 - 5/09	A+ lab instructors; A+ software	campus budgets	A+ student pre-test data	A+ student post-test data	
Adjust English/LA curriculum in relation to the Standards, TEKS, and TAKS in grades Pre-K - high school.	V. Kunecke	11/08	English teachers; instructional resources; Curriculum Leadership Cooperative	Title II, Part D	Pre-K Standards; TAKS release tests TEKS	revisions in Curriculum Leadership Cooperative	

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Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Provide students the opportunity to utilize the "outline" format to complete a writing assignment in grades 4-12.	Principals	10/08-5/09	writing prompt articles	no cost	completed outline; completed writing assignment	90% mastery on ELA and Writing TAKS	
Teachers at all levels will receive training in writing strategies.	V. Kunecke	3/09	Region III Reading/ELA consultant	\$500	lesson plans	90% mastery on ELA and Writing TAKS	
Utilize WebCCAT to design practice tests in core subjects to test mastery of the TEKS/TAKS.	V. Kunecke; Principals	9/08-4/09	Region III Web CCAT Program	\$300	locally designed benchmark tests	90% mastery on ELA and Writing TAKS	
Use vertical teaming to analyze the alignment of TAKS instruction.	V. Kunecke; Principals	9/08-5/09	teachers	no cost	Teaming meeting agendas	90% mastery on ELA and Writing TAKS	
Increase the percentage of students scoring a 3 or 4 on their TAKS written compositions.	V. Kunecke; Principals	9/08-5/09	Region 3	\$500	training agendas	increase in the percentage of 3's and 4's on TAKS Written Compositions	
Use strategies to increase the percentage of students scoring Commended Performance on TAKS.	Principals	9/08-5/09	Region 3 TAKS disaggregation program	\$500	TAKS Benchmark scores	increase TAKS Commended Performance scores	

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 4: All students and student groups will meet or exceed 90% mastery on the Science TAKS test.

Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Disaggregate and utilize student TAKS performance data to plan science instruction.	V. Kunefke	10/08 5/09	Region III data TAKS data	\$1,200 local funds Title II, Part D Funds	revised guides; instructional revisions	90% mastery on Science TAKS	
Administer district-wide TAKS benchmark tests to determine areas of weakness.	Principals; Director of Instruction	9/08-4/09 2-3 times a year	release tests	campus budget	release test results	increase in Science TAKS scores	
Hold a Science Extravaganza to show- case student science performance for the community and parents.	V. Kunefke	3/08 (Open House)	science teachers; principals; science material	campus science budgets	announcement in newspaper	completion of science display	
Revise science curriculum guides as per TEKS and TAKS disaggregated data deficiencies.	V. Kunefke	4/09	science teachers; curriculum guides; Curriculum Leadership Cooperative	no cost	sign-in sheets	revisions to Curriculum Leadership Cooperative	
Ensure that appropriate lab activities occur in science classes 40% of the time.	Principals	9/08-6/09	science teachers; lab equipment	local budget	labs in lesson plans	90% mastery on Science TAKS	
Utilize WebCCAT to design practice tests in core subjects to test mastery of the TEKS/TAKS.	V. Kunefke; Principals	9/08-5/09	Region III's Web CCAT Program	\$300	locally designed benchmark tests	90% mastery on Science TAKS	
Use vertical teaming to analyze the alignment of TAKS instruction.	V. Kunefke; Principals	9/08-5/09	teachers	no cost	Teaming meeting agendas	90% mastery on Science TAKS	

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 5: All students and student groups will meet or exceed 90% mastery on the Social Studies TAKS test.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Disaggregate and utilize student TAKS performance data to plan social studies instruction.	V. Kunefke	10/08 5/09	Region III data; TAKS data	\$1,200 Local funds; Title II, Part D Funds	revised guides; instructional revisions	90% mastery on Social Studies TAKS	
Administer district-wide TAKS benchmark tests to determine areas of weakness.	Principals; Director of Instruction	9/08-4/09 2-3 times a year	release tests	campus budget	release test results	increase in Social Studies TAKS scores	
Review/revise social studies curriculum guides as per TEKS and TAKS disaggregated data deficiencies.	V. Kunefke	12/08 4/09	social studies teachers curriculum guides; Curriculum Leadership Cooperative	no cost	sign-in sheets	updated guides	
Investigate project oriented curricular options to compliment the lecture format.	Principals	9/08-5/09	social studies teachers manipulatives	local funds	student projects	90% mastery on Social Studies TAKS	
Students will be provided activities to analyze views of notable political figures throughout the world.	Principals	9/08-5/09	United Streaming; magazines; T.V.	local funds	lesson plans	90% mastery on Social Studies TAKS	
Use strategies to increase the percentage of students scoring Commended Performance on TAKS.	Principals	9/08-5/09	Region 3 TAKS disaggregation program	\$500	TAKS Benchmark scores	increase in TAKS Commended Performance scores	

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Goal 1: Palacios ISD students will meet or exceed the state mastery level on all state mandated assessments.

Performance Objective 6: A well-balanced and appropriate curriculum will be provided to all students.

Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Utilize TAKS data to determine individual standards for students with disabilities through the ARD process.	V. Kunecke	4/09	TAKS and SDAA release tests; ARD minutes; diagnostician; special ed. teachers; counselors	no cost	ARD minutes	increase in Alternative Assessment test results	
Provide TExES preparation training to increase the number of ESL certified teachers.	V. Kunecke	1/09	TExES Study Guide	Title III	sign in sheet; TExES registration confirmation	100% of ELA teachers ESL certified	
Provide Bilingual/ESL services for identified students in the regular classroom with certified teachers.	V. Kunecke	8/08 - 5/09	Bilingual/ESL certified teachers	Title III grant	class rosters	increase in TELPAS scores	
Utilize TELPAS to identify student deficiencies to remediate during ESL instructional time.	Principals	10/08-4/09	Bilingual/ESL certified teachers counselors	TELPAS results	lesson plans	increased number of advanced level scores	
Utilize Ellis language acquisition programs for English Language Learners.	V. Kunecke	9/08-5/09	Ellis Program	Title III Grant	usage reports	increased language skills	
Provide Migrant Education Program activities and services for migrant students.	L. Williams	9/08-5/09	Migrant parents; Federal Programs Director	Title I, Part C Funds	Migrant Parent Advisory Council meeting agendas and minutes	completed Compliance Review	

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Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Investigate the use of the INOVA project to raise TAKS scale scores.	V. Kunefke	9/08-5/09	Region 3	no cost	Region 3 training	decision to contract with Region 3 for the INOVA Project	
Provide challenging learning experiences for G/T students in grades K - 12 in the four core academic areas.	V. Kunefke	5/09	G/T handbook Region III workshops	local Funds AP incentive award	lesson plans	G/T enrollment; Parent/student/ teacher evaluations	
Hold parent information meetings for identified students in special programs.	V. Kunefke	10/08 - 5/09	teachers meeting room	no cost	sign-in sheets	increase in number of parents attending	
Provide new staff with training in: referral procedures, identification, and program strategies for special needs students. Programs include: G/T, Bilingual/ESL, Migrant, Section 504, Dyslexia, Special Education, At-Risk.	L. Williams	8/08	handouts	no cost	New Employee Orientation	sign-in sheet	
Provide staff with training in 3 Tier Process and procedures for special education identification	V. Kunefke	8/08	Region III	no cost	sign-in sheet	fewer special education referrals	
Provide information to parents, teachers, and students in grades 6 - 12 on higher education grants.	L. Williams	12/08-4/09	information packets counselors	campus budget	scheduled counselor meetings Parent Academy	Sign-in sheet	

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Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Encourage all students to follow the Recommended or DAP plan.	V. Segovia	9/08	counselors; Program of Studies plans	no cost	student records of plan designation	70% high school graduates completing either plan	
Continue character education in PreK - 12.	Principals	8/08-5/09	Character Counts	campus budget	lesson plans	decrease in discipline referrals	
Utilize computer technology, such as United Streaming, Integrated Learning Systems, A+, and Reading + as a tool to improve achievement in all curricular areas.	Principals; V. Kunefke	8/08 - 5/09	ESC III; computer programs; computer labs; teachers	campus budgets	lesson plans; student schedules	reduced retention rate	
Continue PASS Program and the Credit Restoration program at the high school.	V. Segovia	5/08	Plato software; A+ software	campus budget	list of enrollees	80% successful completion rate	
Provide mandatory TAKS remediation classes for high school students failing one or more TAKS tests.	V. Segovia	8/08-5/09	teachers; TAKS released tests; TAKS scores; TAKS preparation; materials	Comp Ed Funds \$82,866 (teachers)	student schedules	improved TAKS passing rates in all areas	
Provide counseling for all students identified as At-Risk to ensure successful completion of the current school year.	Principals	8/08-5/09	counselors; Assist. Principal; nurses	Comp Ed funds \$100,236 (counselors)	sign-in sheets	decrease in number of retainees	
Continue Learning Lab to provide individual instruction for students throughout the school day.	Principals	8/08-5/09	learning lab teachers; learning labs	Comp Ed funds	sign-in sheets	increase in report card grades	

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Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Provide early interventions to prevent students from falling behind.	Principals; V. Kunefke	8/08-5/09	RTI teachers; S. Murry; D. Matussek	campus budgets; Early Intervening Services Fund	logs of students receiving early intervention	decrease in retention rates, increase in grades and TAKS scores	
Provide Teen Leadership classes at the junior high and high school in order to assist students in leadership and decision making skills.	J. Adams; V. Segovia	8/08-5/09	Teen Leadership curriculum; Teen Leadership teachers	Comp Ed funds	student scheduled	increase in credits earned	
Research additional vocational/job training programs at the secondary level.	V. Kunefke; V. Segovia; J. Adams	8/08-6/09	counselors	campus budget	Plan for additional vocational/job training programs	Implementation of additional vocational/job training programs	
Continue to provide support to staff for technology competencies.	V. Kunefke; B. Fiorini	8/08-7/09	principals; Region 3; STAR Chart	local budget	sign-in sheets for training	100% of staff is Level 1 technology competent	
Provide adequate technology for students and staff, including competency programs.	V. Kunefke; B. Fiorini	8/08-5/09	principals; STAR Chart	local budget	list of new programs and competencies provided to students and staff	increased use of technology in the classroom	
Improve technology/ integrate technology into classroom instruction.	V. Kunefke; B. Fiorini	8/08-5/09	principals; Region III	local budget	agenda/sign-on sheets for planning meetings	increased use of technology classrooms	

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Goal 2: By the end of 2008-09, all students will be taught by highly qualified teachers who are assisted by highly qualified professionals.

Performance Objective 1: Recruit and retain highly qualified and highly effective personnel.

Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Identify hard to fill critical shortage areas and provide competitive stipends to "highly qualified and fully certified" personnel in those areas.	L. Williams; H. Ressler	7/08-6/09	personnel records	local funds	SBEC Guidelines	Certified teachers in critical shortage areas Decrease turnover to <10%	
Provide opportunities for current teachers to gain certification in acute shortage areas	L. Williams	7/08-6/09	personnel records	local funds	SBEC Guidelines	100% certified teachers in critical shortage areas	
Encourage staff members to acquire proper certification.	L. Williams	9/08	personnel records	no cost	SBEC guidelines	teacher certification	
Provide growth opportunities through staff development.	V. Kunefke	8/08 - 5/09	ESC speakers	\$10,000	workshop requests that enhance instructional areas	certificates of attendance	
Provide a campus mentor for new teachers.	Principals	8/08	teachers; list of new staff	campus budgets	list of mentors	documented meetings	
Continue to research additional/alternative benefits to help recruit/retain highly qualified staff.	H. Ressler	6/09	area school data; Internet	local budget	benefit options	increase in salaries and comparable, quality benefits	
Continue the "Teacher of the Year" program.	L. Williams	5/09	program criteria; 3 interviewers	\$1,000	applications of participants	recognition of nominees	

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Strategy	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Revise and promote the "Grow Your Own" program for staff and students to become highly qualified teachers in shortage areas.	L. Williams H.S. Counselor	9/08	applications; guidelines	local budget	list of participants; increase applications by 10%	number of enrollees	
Acknowledge/communicate staff accomplishment throughout the school year.	Principals	8/08 - 5/09	teachers; Board meetings; annual banquet	local funds	lists of accomplishment	Board minutes	
Use job fairs to promote the district and hire quality staff that reflects the diversity of the student population.	L. Williams Principals	7/09	applications; district brochures	\$500	list of job fairs; number of applications	hired staff	

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Goal 3: Provide opportunities to promote parent and community involvement in the schools.

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

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Conduct two open house events on each campus.	Principals	8-08 3-09	principals; staff	campus budget allocation	planned dates; sign in sheets	Increase parent participation by 10% as evidenced by sign in sheets	
Hold annual Title I Parent - Teacher compact meetings.	Principals	10/08	Teachers; Compact form	campus budget allocation	conferences; sign in sheets	signed compact	
Inform parents of the benefits of the Bilingual or ESL program.	V. Kunefke	10/08 2/09	counselors	Title III grant	scheduled meetings	sign-in sheet	
Continue Parent Learning Network involvement program on each campus.	Principals; L. Williams; Counselors	12/08	Parental Involvement; program; principals; counselors	campus budget; Title I funds	implemented program	number of parental participants	
Strengthen the PTA/PTO programs.	Principals	11/08	principals teachers	local funds	meetings	increased attendance at meetings	
Continue the "Dad's Day Out" for fathers and children of the district.	L. Williams	4/09	counselors; Kay Lawson; principals	Title I funds	scheduled day	Increase the number of participants from previous year by 10%.	

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Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Continue the mentor program with parents and community members volunteering to serve as a mentor.	L. Williams	11/08	Parent/School Liaison; Mentors	Title I funds	list of mentors; list of mentees	mentor logs increase mentors by 10%	
Update campus and district web sites to promote current information.	Principals	8/08- 5/09	campus designees; computer; events/activities	no cost	Web pages	current data	
Inform parents through campus newsletters.	Principals	monthly	newsletters; counselors	campus budget	copies of newsletters	newsletters distributed	
Hold Parent Academies in various community locations.	L. Williams; Counselors	9/08-5/09	counselors	campus budget	scheduled dates	sign-in sheets increase number of participants from previous year by 10%	
Create a customer friendly environment where diverse populations are welcome.	L. Williams; Principals	9/08-5/09	Personnel Director	no cost	scheduled date of training	sign-in sheets	
Host an early release for report card conferences	principals	10/08	teachers parents	no cost	sign-in sheets	documentation of report card conferences 90% parent attendance	

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Goal 4: Increase student interest and enjoyment in school.

Performance Objective 1: All students will remain in school until the successful completion of the high school program/graduation requirements.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Maintain a safe and positive climate within the district.	Principals	8/08-5/09	principals; counselors teachers	Trull Foundation campus budget	list of activities	lesson plans, incidents reports, PEIMS data	
Provide staff development to incorporate creative strategies within the classroom.	V. Kunefke	8/08-5/09	ESC catalog	campus budget allocation	list of workshops	PDAS evaluations	
Acknowledge student achievement and appropriate behavior in school.	Principals	monthly	board recognition; campus newsletters; websites	no cost	lists of accomplishment	Board meeting agendas; articles	
Provide information to students, parents, teachers on higher education grants.	L. Williams	1/09	counselors brochures flyers	no cost	newsletters; number of parent conferences	number of Recommended or DAP graduates	
Utilize the mentor program to increase student involvement on activities outside the regular academic day.	L. Williams	9/08-5/09	mentor program; director; mentors; UIL regulations	no cost	list of mentors list of mentees	increased participation of mentored students	
Provide outreach for disengaged students.	Principals Counselors	9/08-5/09	mentors counselors	no cost	list of activities	increased involvement of students	

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Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Promote and support job training skills for secondary school students.	J. Adams; V. Segovia	9/08-5/09	counselors	no cost	list of skills supported	increase in number of job training skills supported at secondary campuses	

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Goal 5: Students will demonstrate exemplary performance in comparison to state and national standards.

Performance Objective 1: Students will perform at or above the state level on standardized tests.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Provide challenging learning experiences for G/T students in grades K - 12 in the four core academic areas.	V. Kunefke	4/08	G/T handbook; teachers; principals	G/T local funds; AP Incentives	lesson plans differentiated curriculum	student products; SAT/ACT scores; DAP graduates	
Provide opportunities for teachers to attend Pre-AP, AP and G/T training.	Principals	8/08 - 7/09	College Board; ESC training; V. Kunefke	campus and district budget	training announcements	certificates	
Encourage all students in grades 10 - 12 to take PSAT, SAT, PLAN, ACT, and AP exams.	HS Counselor	5/08	practice tests; College Board; teachers; counselors	campus budget	counseling sessions	scores	
Make technology available to students during and outside of school hours.	B. Fiorini; V. Segovia; J. Adams; L Williams	8/08-5/09	computers, software, LRC's, NET 3 and distance learning sites	registration fees, district budget	check-out records; sign in sheets to LRC and NET 3 events	increased number of students taking post HS tests	
Utilize SAT/ACT software in English and Math classes and make available for student check-out in order to improve scores.	V. Segovia	9/08 - 3/09	English and Math; teachers; software	campus budgets	lesson plans; student check-out system	increased PSAT, SAT, PLAN, ACT, and AP scores	
Provide students the opportunity to participate in the Duke Talent Search.	J. Adams	4/09	registration packets counselor	campus budget	completed registration forms	number registered; number recognized	

PALACIOS INDEPENDENT SCHOOL DISTRICT

2008-2009 DISTRICT IMPROVEMENT PLAN

Goal 6: Increase student participation in local, state, and national competitions within and outside of the regular school day.

Performance Objective 1: Students will be given the opportunity to compete in local, state, and national competitions.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Encourage all students to participate in and succeed in co-curricular and extra-curricular activities through campus orientation or planned meetings.	Principals	8/08 - 5/09	counselors; coaches; UIL coaches; club sponsors; Academic Decathlon; coaches	campus budgets	meeting agendas; lists of competitions	number of students involved in activities	
Provide opportunities for secondary students to participate in activities on elementary campuses in order to serve as positive role models for students.	Principals	10/08 - 5/09	athletes; One-Act play members; choir, band and club members; principals	no cost	list of activities	number of students involved in campus activities	

PALACIOS INDEPENDENT SCHOOL DISTRICT

2008-2009 DISTRICT IMPROVEMENT PLAN

Goal 7: Provide a safe and orderly environment for all students throughout Palacios ISD.

Performance Objective 1: Ensure a safe environment for students and staff

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Conduct training for secondary staff to use reliable methods to determine "under the influence."	V. Kunecke	9/08-5/09	DPS Officer; DITEP; nurses; Athletic trainer	Title IV Funds; local Funds	sign-in sheet	implementation of DITEP process	
Continue with "Time to Teach" program - a positive behavior support program.	V. Kunecke; Principals	9/08-5/09	Code of Conduct; J.E. Todd	\$300	sign-in sheets	Fewer discipline referrals	
Educate secondary students on dating violence prevention.	V. Kunecke; Principals	9/08-5/09	Dating Violence Policy; counselors	no Cost	presentation agenda	number of students who received education; student surveys	
Furnish the staff with easily accessible safety/ emergency plans.	L. Williams	8/08	L. Williams; principals	\$100	issuance of training on use of plans	implementation of Safety/Emergency Plans	

PALACIOS INDEPENDENT SCHOOL DISTRICT

2008-2009 DISTRICT IMPROVEMENT PLAN

Goal 8: Maintain financial responsibility

Performance Objective 1: Palacios I.S.D. will operate within the adopted budget for the 2008-09 school year.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Assist campuses in the research and application of grants.	L. Williams	8/08-7/09	Internet; technology department; principals	no cost	list of grants	increase in number of applications completed	
Monitor each campus for energy consumption and conservation.	H. Ressler	9/08-5/09	principals; staff	no cost	guidelines	maintain or decrease utilities consumption	
Monitor district and campus expenditures.	H. Ressler	8/08-7/09	principals; staff ; central office staff	no cost	budgets	expenditures under budget	
Actively support legislative efforts that benefit the district.	V. Adams	9/08 - 7/09	Internet; newspaper; staff	no cost	legislative decisions	expenditures under budget	
Maximize federal entitlements and grants.	L. Williams	7/08 - 6/09	principals; federal application	no cost	entitlements	expenditures under budget	
Retain revenues within existing recapture provisions.	V. Adams	7/09	H. Ressler	no cost	recapture provisions	revenues retained	

PALACIOS INDEPENDENT SCHOOL DISTRICT

2008-2009 DISTRICT IMPROVEMENT PLAN

Goal 9: Upgrade district facilities.

Performance Objective 1: Palacios I.S.D. will improve district facilities.

Strategy/Activity	Person Responsible	Timeline	Resources Needed	Cost/Source	Formative Evaluation	Summative Evaluation	Strategy Status
Develop a long-range facilities plan.	V. Adams	8/08-7/09	committee members; TASA Facilities; Evaluation Report	no cost	minutes of Facilities Planning Committee Meetings	approved facilities plan	
Include strategies for controlled access to campuses in the facilities plan.	V. Adams	8/08-7/09	committee members; TASA Facilities; Evaluation Report	no cost	minutes of Facilities Planning Committee Meetings	approved facilities plan	
Plan for the passage of a bond issue for facilities improvement.	V. Adams	5/2010	Bond Council; Financial Planners	to be determined based on amount of bond issue	presentations to school district and community	finalized bond issue	

**PALACIOS INDEPENDENT SCHOOL DISTRICT
2008-2009 DISTRICT IMPROVEMENT PLAN**

Resource Allocations

Funding Source	Allocation
Title I School Wide Program - Federal	\$523,356
Title I, Part C	\$4,598
Title II, Part A TPTR - Federal	\$122,072
Title II, Part D Technology - Federal	\$5,050
Title III, LEP - Federal	\$26,262
Title IV, Part A SDFSC - Federal	\$6,642
Career/Technology - Local	\$282,651
Compensatory Education - Local	\$751,241
Gifted/Talented - Local	\$33,421
Bilingual/ESL - Local	\$82,074
Special Education - Local	\$606,769

State Compensatory Education funds are used in Palacios ISD to upgrade the Title I program. Due to a high percentage of economically disadvantaged students, all campuses in the district rate as school wide campuses as per federal guidelines.

Comp Ed.

85% of \$751,241 - \$638,555

CE - 32.8% = \$209,446

ES - 20.3% = \$129,626

JH - 15.6% = \$99,614

HS - 31.6% = \$201,783

**PALACIOS INDEPENDENT SCHOOL DISTRICT
2008-2009 DISTRICT IMPROVEMENT PLAN**

**Palacios ISD
Compensatory Education Fund Allotment 2006-2007**

Campus	Position	%	Amount
Central Elementary	Counselor	15%	\$8,402
	PreK Teacher	10%	\$5,015
	PreK Teacher	10%	\$5,266
	PreK Teacher	10%	\$5,531
	K Teacher	10%	\$4,487
	K Teacher	10%	\$3,828
	K Teacher	10%	\$3,865
	K Teacher	10%	\$3,903
	K Teacher	10%	\$6,003
	K Teacher	10%	\$5,359
	K Teacher	10%	\$3,865
	Grade 1 Teacher	10%	\$5,835
	Grade 1 Teacher	10%	\$5,624
	Grade 1 Teacher	10%	\$4,980
	Grade 1 Teacher	10%	\$4,676
	Grade 1 Teacher	10%	\$5,037
	Grade 1 Teacher	10%	\$5,853
	Grade 1 Teacher	10%	\$5,738
	Grade 2 Teacher	10%	\$3,940

**PALACIOS INDEPENDENT SCHOOL DISTRICT
2008-2009 DISTRICT IMPROVEMENT PLAN**

Central Elementary (continued)	Grade 2 Teacher	10%	\$5,703
	Grade 2 Teacher	10%	\$5,244
	Grade 2 Teacher	10%	\$4,203
	Grade 2 Teacher	10%	\$4,203
	Grade 2 Teacher	10%	\$5,703
	Grade 3 Teacher	10%	\$5,037
	Grade 3 Teacher	10%	\$4,298
	Grade 3 Teacher	10%	\$5,187
	Grade 3 Teacher	10%	\$3,865
	Grade 3 Teacher	10%	\$4,014
	Grade 3Teacher	10%	\$4,865
	RTI Teacher	100%	\$45,817
East Side Intermediate	Counselor	50%	\$28,546
	Science Lab/At Risk/Teacher	25%	\$10,745
	Grade 4 Reading Teacher	15%	\$6,589
	Grade 4 Reading Teacher	15%	\$7,014
	Grade 4 Accelerated/RTI Teacher	100%	\$50,946
Junior High School	Teen Leadership Teacher	43%	\$21,414
	Teen Lead/Math Lab Teacher	85%	\$41,556
	Reading Improvement Teacher	43%	\$16,942
	Learning Lab/Special Education Teacher	15%	\$7,556

**PALACIOS INDEPENDENT SCHOOL DISTRICT
2008-2009 DISTRICT IMPROVEMENT PLAN**

	Reading Improvement/Learning LabTeacher	43%	\$15,685
	Counselor	50%	\$28,439
High School	Math Acceleration Teacher	71.4%	\$30,552
	Science Acceleration Teacher	66.6%	\$29,855
	English Acceleration Teacher	57%	\$22,459
	Counselor	70%	\$34,849
	Asst. Principal	70%	\$46,507
	Computer Equipment	100%	\$37,562