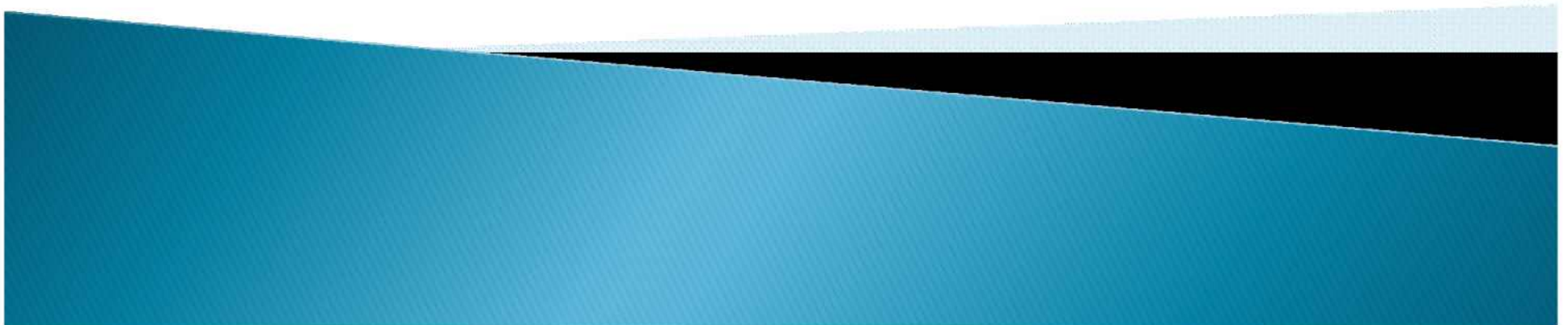


**Palacios ISD  
2011–2012  
District Improvement Plan**

**Vision Statement:  
‘Each child prepared with skills for a  
successful future’**



## Palacios Independent School District Board/Administrative Goals 2011-2012

**Vision Statement – Each child prepared with skills for a successful future.**

### **Goal 1: Increase Student Achievement**

*Objectives:*

- Ensure all staff has access to professional development that assists with the more rigorous state assessments;
- Utilize technology and diverse teaching strategies to motivate students to learn;
- Ensure learning is student-centered;
- Increase number of students higher education and workforce ready upon graduation;
- Increase the number of students taking career and technology courses and receiving certifications prior to and after graduation;
- Increase scores on national exams such as the SAT and ACT; and
- Ensure every student makes gains of at least one grade level each year.

### **Goal 2: Increase the Integration of Technology**

*Objectives:*

- Provide adequate technology for staff in the classroom;
- Increase use of technology and social media in the classrooms;
- Research and implement technology to prepare students to be workforce and higher education ready; and
- Continue researching and implementing new technology uses.

### **Goal 3: Actively Solicit Parents and Community Involvement**

*Objectives:*

- Combine parent academies with other activities to improve parent attendance;
- Coordinate efforts with community to increase learning opportunities;
- Increase utilization of school messenger system; and
- Increase campus and district staff involvement in community activities.

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Goal 1: Palacios ISD students will meet or exceed the state standards on all state mandated assessments.**

**Performance Objective 1: All students and student groups will meet or exceed the state standard on all state assessments.**

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Utilize CSCOPE to align the curriculum and to delineate student expectations with specificity.	Director of Instruction	8/11 – 5/12	CSCOPE; Region 3 ESC	Title I, ARRA	team meetings; CSCOPE unit assessments	meet or exceed state standards on reading assessments	
Administer CSCOPE unit assessments to determine areas of weakness.	Principals; Testing Coordinator; Director of Instruction	8/11 - 5/12,	CSCOPE	campus budget	CSCOPE assessments	meet or exceed state standards on reading assessments	
Plan instruction to be student-centered and conceptually based.	Director of Instruction, Principals	8/11- 5/12	CSCOPE	campus budget	Walk-throughs; lesson plans, evidence of student products	meet or exceed standard on state assessments	

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<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Strengthen the use of vertical teaming to analyze the alignment of TEKS instruction and provide opportunities for teaming.	Director of Instruction; Principals	9/11- 5/12	CSCOPE; team meetings; staff development	no cost	team meeting agendas and sign-in sheets; lesson plans	meet or exceed state standards on reading assessments	
Encourage all students to follow the Recommended or Distinguished plan.	HS Principals; Counselor	9/11	counselors; Program of Studies Plans; student and parent meetings	no cost	student records of plan designation	80% high school graduates completing either plan	
Use technology and diverse teaching strategies to motivate students to learn.	Technology Integration Specialist; Principals	8/11- 5/12	team meetings; staff development; technology integration specialist	campus budgets	walk-throughs; lesson plans	100% of staff is using technology in their instruction	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
2011-2012 DISTRICT IMPROVEMENT PLAN**

**Goal 2: 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.**

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Combine Parent Academies with other activities to encourage parent participation.	Principals; Counselors	8/11- 5/12	principals; staff; School Messenger	campus budget allocation	planned dates; sign in sheets	increase parent participation by 10% as evidenced by sign in sheets	
Continue the mentor program with parents and community members volunteering to serve as a mentor.	Director of Human Resources	8/11- 5/12	Parent/School Liaison; mentors	Title I	list of mentors; list of mentees	mentor logs increase mentors by 10%	
Increase the utilization of school messenger and e-mail to parents as a form of communication.	Principals; Director of Human Resources	8/11 – 5/12	School Messenger; principals	no cost	planned dates	Increase parent participation by 10% as evidenced by sign in sheets	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Provide a customer friendly environment at all campuses.	Director of Human Resources; Principals	8/11-5/12	Director of Personnel/Federal Programs; greeters at each campus	no cost	scheduled date of customer friendly training	sign-in sheets; parent surveys	
Increase the number of parent and community volunteers.	Principals	8/11-5/12	parents; community members	no cost	sign-in sheets	10% increase in number of parent and community volunteers	
Increase campus and district staff involvement in community activities.	Director of Human Resources	8/11-5/12	campus and district staff members	no cost	dates of scheduled activities	visibility of PISD personnel at community functions	
Coordinate efforts with the community to increase learning opportunities.	Director of Human Resources	8/11-5/12	campus and district staff members	no cost	schedule of events	increase in student achievement in classrooms and on state assessments	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Goal 3: 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.**

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Ensure that every student makes gains of a least one grade level each year.	Principals	8/11-5/12	CSCOPE; DMAC; team meetings; staff development	Title I, ARRA, Title XIV	CSCOPE assessments; benchmarks	meet or exceed standard on state assessments	
Utilize the mentor program to increase student involvement on activities outside the regular academic day.	Director of Human Resources ; home/school liaison	8/11-5/12	mentor program; director; mentors; UIL regulations	no cost	list of mentors; list of mentees	increased participation of mentored students	
Promote and support job training skills and certifications for secondary school students.	Secondary Principals	8/11-5/12	counselors; CTE teachers; students and parent meetings; Co-op Program	no cost	list of skills supported	increase the number of students who are workforce ready	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Goal 4: 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.**

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Use strategies to increase scores on the PSAT, SAT, PLAN, ACT, and AP exams.	HS Counselor; Director of Instruction	5/12	practice tests materials; computer software College Board; counselors	campus budget	counseling sessions	increased scores on PSAT, SAT, PLAN, ACT and AP exams	
Increase the number of students who are career and college ready.	Director of Instruction; Principals	8/11-5/12	CSCOPE; DMAC; team meetings; staff development	Title I, ARRA; Title XIV; campus budget	benchmark assessments	meet or exceed standard on state assessments	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Goal 5: Provide a safe and orderly environment for all students throughout Palacios ISD.**

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

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Investigate new positive behavior support programs.	Director of Instruction; Principals	8/11-5/12	Code of Conduct; Region 3	no cost	sign-in sheets	fewer discipline referrals	
Furnish the staff with easily accessible safety/ emergency plans.	Director of Human Resources	8/11	Director of Personnel/ Federal Programs; principals	campus budget	issuance of training on use of plans	implementation of safety/ emergency plans	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Goal 6: Maintain financial responsibility**

**Performance Objective 1: Palacios I.S.D. will operate within the adopted budget for the 2011-2012 school year.**

<b>Strategy/Activity</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources Needed</b>	<b>Cost/Source</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>Strategy Status</b>
Assist campuses in the research and application of grants and entitlements.	Director of Human Resources	8/11-7/12	internet; technology department; principals	no cost	list of grants	increase in number of applications completed	
Maximize federal entitlements and grants.	Director of Human Resources	7/09 - 6/10	principals; federal application	no cost	entitlements	expenditures under budget	

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Resource Allocations**

<b>Funding Source</b>	<b>Allocation</b>
Title I, Part A - Federal	\$507,338
Title I, Part C	\$21,512
Title II, Part A - Federal	\$96,196
Title III, LEP - Federal	\$24,398
Title VI, Part A	\$30,388
Career/Technology - Local	\$613,661
Compensatory Education – Local	\$1,284,571
Gifted/Talented - Local	\$46,082
Bilingual/ESL - Local	\$107,441
Special Education - Local	\$660,764

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 \$1,284,571 - \$1,091,885  
 CE – 30.8% = \$336,300  
 ES - 16.6% = \$181,252  
 JH – 11.5% = \$125,566  
 HS – 41.2% = \$449,856

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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**Compensatory Education Fund Allotment 2011-2012**

<b>Campus</b>	<b>Position</b>	<b>%</b>	<b>Amount</b>
Central Elementary	Counselor	50%	\$29,128
	PreK Teacher	17%	\$10,564
	PreK Teacher	17%	\$7,792
	PreK Teacher	17%	\$9,777
	PreK Teacher	17%	\$10,096
	K Teacher	17%	\$10,309
	K Teacher	17%	\$10,345
	K Teacher	17%	\$8,857
	K Teacher	17%	\$11,159
	K Teacher	17%	\$7,3158
	K Teacher	17%	\$7,383
	K Teacher	17%	\$7,383
	Grade 1 Teacher	17%	\$9,671
	Grade 1 Teacher	17%	\$7,177
	Grade 1 Teacher	17%	\$9,564
	Grade 1 Teacher	17%	\$7,452

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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Central Elementary (continued)	Grade 1 Teacher	17%	\$9,139
	Grade 1 Teacher	17%	\$11,159
	Grade 2 Teacher	17%	\$7,383
	Grade 2 Teacher	17%	\$10,713
	Grade 2 Teacher	17%	\$10,011
	Grade 2 Teacher	17%	\$7,979
	Grade 2 Teacher	17%	\$8,330
	Grade 2 Teacher	17%	\$7,452
	Grade 3 Teacher	17%	\$7,246
	Grade 3 Teacher	17%	\$9,672
	Grade 3 Teacher	17%	\$7,803
	Grade 3 Teacher	17%	\$9,352
	Grade 3 Teacher	17%	\$10,904
	Grade 3 Teacher	17%	\$7,383
East Side Intermediate	Counselor	50%	\$31,751
	Science Lab Teacher	25%	\$12,767
	Grade 4 Reading Teacher	25%	\$12,509

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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East Side Intermediate	Grade 4 Reading Teacher	25%	\$11,734
	Grade 4 Accelerated/RTI Teacher	100%	\$57,512
	Grade 5 Reading Teacher	25%	\$12,509
	Grade 6 Reading Teacher	20%	\$8,974
Junior High School	Teen Leadership Teacher	25%	\$13,504
	Teen Leadership Teacher	25%	\$11,586
	Reading Improvement Teacher	13%	\$5,796
	Math Lab Teacher	75%	\$57,512
	Reading Improvement/Learning Lab Instructional Assistant	100%	\$18,309
	Counselor	50%	\$31,655
High School	Social Studies Teacher	63%	\$45,120
	Social Studies Teacher	75%	\$45,837
	SS/Science TAKS Prep	75%	\$19,925
	Science Teacher	75%	\$55,757
	Science Teacher	75%	\$38,202
	CR/LL and Spanish Teacher	38%	\$20,324

**PALACIOS INDEPENDENT SCHOOL DISTRICT  
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	Math Teacher	63%	\$36,044
	Math Teacher	75%	\$57,534
	Math Teacher	38%	\$20,126
	Math TAKS Prep Teacher	75%	\$40,509
	ELA TAKS Prep	80%	\$37,097
	PE	38%	\$24,764