



New Caney Independent School District District Improvement Plan 2009-2010

NCISD

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Motto

Educational Excellence for a Changing Tomorrow

Vision

NCISD will be a place where all students excel in meeting the challenges of the 21st century.

Mission

New Caney ISD provides an exemplary educational experience in an environment that fosters positive and collaborative relationships between students, staff, families, and community members.

**New Caney Independent School District
District Improvement Plan
2009-2010 Needs Assessment Summary**

A variety of data was used to identify areas of progress and concern that would drive the development of the goals, objectives, and strategies included in the District Improvement Plan. Longitudinal student performance data from the Texas Assessment of Knowledge and Skills (TAKS, TAKS A, TAKS M, TAKS ALT and LAT administration of TAKS) and TELPAS were examined for any discrepancies among cohorts of groups and in comparison to the state's performance. Student performance data was also disaggregated by ethnicity, socioeconomic and at-risk status. Discipline records (PEIMS 425 reports), attendance rates, retention rates, course completions, and dropout and completion rates were reviewed. This needs assessment also reflects concerns highlighted in the Performance-Based Monitoring Analysis System (PBMAS) and the program evaluations of compensatory education (at-risk), Special education, English as a second language (ESL), Career and Technology Education (CTE), Advanced Academics and *No Child Left Behind* (NCLB).

While improvements were made, secondary science is still an area of concern for the entire district. The secondary campuses will focus on breaking down their data and work with the science specialist on blue prints for each science content area. For high school science an emphasis will be placed on ways to review content on the test but not taught in a specific subject. An extensive review of the 2009 release TAKS will need to be done by each campus to determine if curriculum and instruction match the state assessment. Each campus will then need to evaluate their classroom instruction and offer staff development where appropriate. Science departments need to review vertical alignment and ensure best practices are being implemented. Supplies need to be inventoried to ensure teachers have proper supplies and equipment needed. Checkpoints/Benchmarks need to be monitored closely to identify areas of concern that need to be addressed as the year progresses.

In grades 3 - 9 math scores were above the state with all grades increasing from the previous year except 4th (-1) and 6th which remained even. 10th grade dropped by 10 points to 60 and 11th grade saw a 2 point improvement to 79. The high school will need to concentrate of filling the learning gaps for next years 11th graders to raise that groups passing percentage. We need to continue to refine the curriculum, offer staff development and provide materials for best practices. We saw a need to add a full time Math Instructional Specialist to help the district to continue to improve math scores. The district focus on the efforts to continue to raise commended performance on TAKS showed good results with commended performance increasing over the previous year in 72% of the grades and sub-groups. Elementary 2008 TAKS scores are at or near 90% in every area. TAKS scores indicate a continuing growth in writing components at all levels. The district's focus to improve the open ended responses in high school helped to improve

those result quite and will continue to be an area of emphasis in 2009-2010. Reading/ELA performance held steady or showed slight increases. Social studies continues to have the strongest scores at the secondary level, with all areas in the 90s. An evaluation of the D.A.T.E. Grant and the use of Flex Week will help determine if the district will continue to utilize those tools to help to continue to improve TAKS scores.

The district has seen continued increase in participation in Advanced Placement tests as well as SAT/ACT testing. The district will continue to make this a priority because the scores were not reflective of the performance we expect from our students. Data from Kingwood College indicates that student performance measures related to college readiness need improvement in order for increased percentages of NCISD students to enroll in college-level programs. Associated with these concerns is a need to increase the percentage of students who graduate under the Recommended or Distinguished Plans (Texas Scholars), which have been amplified with the addition of the new '4x4' graduation requirements and other changes to state laws emphasizing college readiness. Communication to students and parents about the Texas Scholars initiative and Texas Grant program, as well as the increased requirements for graduation, will be key to this effort.

Dropout rates, completion rates, and leaver records were again reviewed by DLAC in anticipation of this now being a measure of our accountability ratings. The dropout rate remains below the state average. The completion rate for the District also remains below required levels both overall and among the student groups. The Credit Recovery Center continues to aide in this effort and allowed the district to recover 53 32 students who were able to graduate.

Our percentage of English Language Learners (ELLs) has increased steadily over the past five years. Data indicate our ELLs are continuing to make progress toward the highest linguistic proficiency levels. The TELPAS System assesses the progress that ELLs make in learning the English language. Based on this data, ELLs are making steady progress toward high linguistic proficiency levels. TAKS and the LAT administration of TAKS also indicates steady academic progress. While the district has a growing number of ESL certified teachers even outside assigned ESL positions, there is still a need for more bilingual certified teachers. Hiring highly qualified personnel continues to be a focus of New Caney. The district is moving forward to build a strong bilingual program as evidenced by the expansion of our dual language classes for students in grades PK, K, 1st, 2nd and now 3rd grades on all elementary campuses for the 2009-2010 school year. Our dual language program provides instruction in the Spanish and English languages.

Analysis of special education outcomes revealed the following: the percentage of students identified in special education continues to decrease (AEIS data). The special education department will continue to review procedures and criteria involved in the identification of students with disabilities. In addition, special education plans to support the RTI process by funding a .5 teacher

FTE for each elementary to provide additional early intervention opportunities for struggling students. Analysis of TAKS, TAKS-A, TAKS-M and TAKS-ALT analysis indicate Math is still an area of concern, especially at sixth grade and high school. The special education department is already working on solutions. For example, over the summer math manipulatives were provided for special education teachers that attended training. Of course, the Special Education department will continue to focus on staff development for special education teachers in effective reading strategies.

DLAC examined the data from the attendance rates for NCISD, which showed a slight increase for the district, in spite of Hurricane IKE and the outbreak of swine flu. Attendance will continue to be addressed by the Attendance/Parental Involvement Liaison position with an increased focus this year on parent awareness. A need for better communication and working relationship with the local court system was identified and targeted by the new position and the district saw great strides made in this area. Grade level retention has improved but in the early grades is still slightly above the state average, which merits attention. Middle school retention rate was targeted with the new 'Jump Start' program, which saw some success and will be revised and continued for 2009-2010. The need continues to reduce the retention rate in 9th grade due to the lack of course credit, which will be addressed by the 'on campus' credit recovery center at the high school, which will target these students.

An analysis of school safety issues found that criminal and non-criminal incidents within the district continue to remain for the most part steady, with increases being attributed to increased student enrollment according to PEIMS 425 discipline reports; the District will continue efforts to decrease the number of 425 disciplinary incidents that require a mandatory DAEP or JJAEP assignment by addressing proper coding of the incident. All data will be reviewed regularly to ascertain trends and patterns. PEIMS data reveals that NCISD continues to have a high number of disciplinary placements (404). This should become better for 2008-2009 as the state has developed new codes which will allow more accurate reporting of the seriousness, or non-serious nature of offenses. Training will be focused on accurate reporting of incidents within PEIMS and developing procedures to standardize the collection of this information district wide with the use of the Gradespeed program.

Review of the district technology plan indicates a continuing need to upgrade technology and educate staff and students through technology programs. Review of the Career and Technology Education (CTE) department indicates there is a need to continue steering the program focus toward post-secondary transition efforts, industry standards and enrichment of the core curriculum. Porter High School will open in 2010-2011 and efforts will continue to be made to identify areas of expansion of CTE courses at this campus while also ensuring equitable services for all students at both high school campuses. As with all areas of our organization, the CTE program will continue to be affected by the increased requirements of the state '4x4' plan and the results of CTE PBMAS.

Previous cohort survival analysis has been right on target, or slightly conservative, and reveals that the District will continue the trend in student population growth for the near future. The growth scenarios that are most likely continue to indicate a need for additional elementary and secondary space. The District added an elementary site during the 2006-2007 year and an additional elementary and 9th Grade Campus in the 2007-2008 school year. In 2010-2011 the district will be adding a second high school.

Personnel records and campus reports indicate that 551 of 551 (100%) of the District's core area teachers meet the "highly qualified" status for (NCLB) requirements. In addition, 77 of 77 (100%) paraprofessionals who provide instructional support in core academic subject areas are considered "highly qualified." The federal and state goal is for 100% of the teachers and paraprofessionals to meet the "highly qualified" requirement. The District will continue the implementation of effective recruitment and retention strategies as well as offering opportunities for participation in meaningful staff development in order to provide a "highly qualified" staff. The New Caney Independent School District needs to recruit additional highly qualified core area teachers due to student growth in the district (4%, 2008-2009), growth in special programs (e.g., special education, bilingual, ESL), extra-curricular activities and the opening of Porter High School.

The 4X4 curriculum has created a heavy demand for core area teachers particularly in science and math. The teacher turnover rate in the District (14.9%) is lower than the state's turnover figure of 15.2%, but is higher than the District goal of 12%. Consequently, the district intends to establish benchmarks related to teacher attrition for new teachers and third year teachers as well as the average teacher tenure by campus. The NCISD Board of Trustees, with input from the administration, identifies the district's critical shortage areas on an annual basis. This year, the district's need is for mathematics (secondary), science (secondary), special education (all levels and positions), languages other than English (secondary), bilingual, ESL, technology applications (secondary), secondary (Grades 6-12), health science technology, and industrial technology.

Parental involvement is a still a key component to the improvement process and will continue to be a priority for 2008-2009. Each Title I, Part A campus in the district has recently revised and updated their parental involvement policies and will intensify efforts to implement the strategies included in them. The District intends to collect quantitative data to determine the extent of parent involvement throughout the District as well as surveys, etc. The purpose of this effort is to provide meaningful opportunities for parents to participate in their child's education. All of these activities will be guided by the new Parental Involvement/Attendance Liaison position. The District Parent Involvement Plan was revised by a committee of parents, community members, and district employees for the 2009-2010 school year.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #1: At least 90% of students will pass the 95% English Language Arts, 90% math, 95% reading, 95% writing, 90% science, and 95% social studies portions of the 2010 TAKS.

NCLB Performance Indicators: 1.1, 1.2

SUMMATIVE EVALUATION: Disaggregated data from the 2010 TAKS tests will show 90% of all students passing TAKS.

Strategy	Person Responsible	Resource	Timeline	Evaluation										
<p>1. Continue the district focus to implement, monitor, and extend the 10-step instructional process for improving student performance:</p> <p style="padding-left: 20px;">10-step strategies</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; padding-left: 20px;">1. High Expectations</td> <td style="width: 50%; padding-left: 20px;">6. Tutorials</td> </tr> <tr> <td style="padding-left: 20px;">2. Disaggregate data</td> <td style="padding-left: 20px;">7. Enrichment</td> </tr> <tr> <td style="padding-left: 20px;">3. Create Timeline</td> <td style="padding-left: 20px;">8. Maintenance</td> </tr> <tr> <td style="padding-left: 20px;">4. Daily instructional focus</td> <td style="padding-left: 20px;">9. Monitoring</td> </tr> <tr> <td style="padding-left: 20px;">5. Assessment</td> <td style="padding-left: 20px;">10. Celebrate Success</td> </tr> </table>	1. High Expectations	6. Tutorials	2. Disaggregate data	7. Enrichment	3. Create Timeline	8. Maintenance	4. Daily instructional focus	9. Monitoring	5. Assessment	10. Celebrate Success	<p>Superintendent Board of Trustees</p> <p>NCISD District Level Advisory Committee (DLAC); Principals All district staff</p>	DMAC	Weekly	Weekly observations by principal will indicate implementation of the 10-step process, and assessment data will reflect increased student performance on the TAKS test.
1. High Expectations	6. Tutorials													
2. Disaggregate data	7. Enrichment													
3. Create Timeline	8. Maintenance													
4. Daily instructional focus	9. Monitoring													
5. Assessment	10. Celebrate Success													
<p>2. Provide professional development in strategies to improve student achievement in math and science at the secondary level.</p>	<p>Superintendent Assoc. Supt. of C&I Secondary Principals Director of C&I Instructional Specialists</p>	Local Title II	Each semester Summer	Number of hours offered and taken										
<p>3. The District will utilize a full-time math instructional specialist who will provide leadership in:</p> <ol style="list-style-type: none"> a. Developing math curriculum instructional strategies. b. Refining the math curriculum to include activities and units of study. c. Developing and analyzing district assessments. d. Teacher training on Hands On Equations. e. Revising Math Blueprint for grades K-12. f. Continue the development of accelerated math curriculum in grades 4 and 5. g. Provide assistance in developing TAKS review strategies (TAKS Academy). h. Attend relevant conferences to gather information to improve math curriculum and instruction. i. Begin the process of moving from TAKS to end of course tests. j. Include college readiness and workforce readiness in the math curriculum. k. Provide staff development opportunities for district math teachers. 	Dir. of C&I	Local	May 2010	TAKS scores/benchmarks/checkpoints										

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NCLB Performance Indicators: 1.1, 1.2

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Strategy	Person Responsible	Resource	Timeline	Evaluation
4. Continue to offer double math periods in 6th, 7th and 8th grades on a limited basis.	Principals, Instructional Specialist	Local Title I-A SCE	August 2009	Math Benchmarks and TAKS results
5. The district will utilize an English Language Arts/Reading instructional specialist who will provide leadership in: <ul style="list-style-type: none"> a. Refining the ELA/R curriculum. b. Continuing of 6 + 1 traits writing program district wide. c. Continue staff development in the areas of open-ended response and TAKS compositions. d. Continue teacher training on reading and writing across the curriculum. e. Continue to develop and analyze district assessments including teacher input. f. Provide staff development opportunities for ELA/R teachers. g. Attend relevant conferences to gather information to improve ELA/R curriculum and instruction. h. Provide teacher training on vocabulary, questioning strategies, and holistic scoring. i. In conjunction with consultants, continue to provide one-on-one writing conferences with students grades 4, 7, 9-12. j. Develop ELA/R curriculum instructional strategies and units. k. Develop staff training and lessons based on current student benchmarks. 	Dir. of C&I Instructional Specialist	Local Title I-A	Each semester Summer	ELA Benchmarks and TAKS Scores

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Strategy	Person Responsible	Resource	Timeline	Evaluation
<p>1. Staying current with national and state ELA/R standards and legislative mandates by meeting with state and national ELA/R supervisors.</p> <p>m. Revising ELA/R Blueprints to reflect newly revised TEKS.</p> <p>n. Begin the process of moving from TAKS to end of course exams.</p> <p>o. Include college readiness and workforce readiness in the ELA curriculum.</p> <p>6. Continue to use consultants to assist with:</p> <p>a. Provide ongoing supplemental training in TEA holistic scoring of writing (essays) and reading (open ended responses).</p> <p>b. One on one student writing conferences.</p> <p>c. Read and score written portions of writing and reading TAKS benchmarks grades 4-exit level.</p> <p>7. Continue to develop and update course blueprints to make sure all TAKS objectives are included.</p>	<p>Dir. of C&I Instructional Specialist(s) Teachers</p>	<p>Local Title I</p>	<p>May 1, 2010</p>	<p>Current and updated blueprints will be published on the website.</p>

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Strategy	Person Responsible	Resource	Timeline	Evaluation
<p>8. NCISD will foster the use of technology as an effective tool for instruction.</p> <p>a. NCISD students will demonstrate competency as identified by the TEKS, NCISD Technology Plan, and the NCISD Acceptable Use Policy.</p> <p>b. The District will continue to provide readily accessible technology to implement objectives outlines in above documents.</p> <p>c. The District will continue to provide classroom instruction based on above document.</p> <p>d. The District will provide each campus a technology allotment of \$15.00 times the ADA of the previous school year. These funds will be divided into 45% Hardware, 45% Software and 10% Supplies.</p> <p>e. Summer Technology camps will be held for the District's students. (elementary, middle, and high schools)</p> <p>f. Accelerated reading and math, vocabulary, and writing will continue to be implemented in elementary schools.</p> <p>g. The District will continue to evaluate and upgrade software for technology integration.</p> <p>h. The District will continue to budget for the purpose of renewing district-wide software site licenses.</p> <p>i. Parents will have access to their students grades.</p> <p>j. Continue to provide:</p> <p style="padding-left: 20px;">Brain Pops/JR/Spanish LearnKey</p> <p style="padding-left: 20px;">Parent Connect Streaming Video</p> <p style="padding-left: 20px;">Homework Help</p> <p>k. Continue services at all elementary, middle, and high schools. (Video Streaming)</p> <p>l. Through the use of Distance Learning offer Mandarin Chinese.</p> <p>m. Scan-Tron Performance Series for benchmark assessments.</p>	<p>Exec.Dir. of Technology/Transp. Principals Instr. Tech. Coord.</p>	<p>Local State Tech. Allotment E-Rate H. S. Allotment Title I</p>	<p>Each semester Summer</p>	<p>District-wide activities will be reviewed on an annual basis.</p>
<p>9. The District will continue to investigate and as appropriate, implement Virtual Learning opportunities.</p>	<p>Asst. Supt. of Planning & Dev. H. S. Principals H.S. Dean Instr.</p>	<p>Local</p>	<p>Summer 2010</p>	<p>Number of virtual courses offered.</p>

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NCLB Performance Indicators: 1.1, 1.2

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Strategy	Person Responsible	Resource	Timeline	Evaluation
12. The district will utilize a social studies instructional specialist who will provide leadership in: <ul style="list-style-type: none"> a. Developing social studies curriculum instructional strategies and units b. Developing and refining the social studies curriculum blueprints K-12. c. Developing and analyzing district assessments d. Provide teacher training in hands-on-science activities e. Provide assistance in developing TAKS review strategies (TAKS Academy) f. Research available staff development opportunities for social studies teachers g. Attend relevant conferences to gather information to improve social studies curriculum h. Support the teaching of reading comprehension and writing through social studies curriculum i. Developing and sequencing social studies courses in order to accommodate the high school 4X4 graduation plan. j. Begin the process of moving from TAKS to end of course tests. k. Include college readiness and workforce readiness in the social studies curriculum. 	Dir. of C&I	Title II-A	May 2010	Social Studies Benchmarks, TAKS results.
13. We will continue to pilot the Flex Week program at High School, Middle School and 6th Grade Campus, to provide intense remediation to these students that are not successful on state assessments the week of June 1-5.	Principals Grades 6-12	Local	June 2009	TAKS results 2009-10

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Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1, 2

PERFORMANCE OBJECTIVE #2: 90% of students with disabilities, "at risk", and limited English proficient students will pass the English Language Arts, math, reading, writing, science, and social studies portion of 2010 TAKS.

NCLB Performance Indicators: 1.1, 1.2, 1.3, 2.1, 2.2, 2.3

SUMMATIVE EVALUATION: All tests results (All forms of TAKS, RPTE, Observation Protocol, TPRI and District benchmarks) will be disaggregated by special programs to identify any gaps between student groups/programs. All special programs will make Adequate Yearly Progress (AYP).

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will continue to use software designed for the purpose of monitoring all students in special programs.	Exec.Dir. of Technology/Transp. Principals	Local Technology	Each semester	District and Campus Administrators will meet periodically to assess degree of student/program success. Agenda and sign-in sheets.
2. Continue use of Data Management and Assessment Cooperative (DMAC) and TAKS return, to monitor student performance data on district benchmarks, TPRI and TAKS.	Exec. Dir. of Technology/Transp. Dir. of C&I, Principals	Local	Each semester May 2010	District and Campus Administrators will meet periodically to assess the effectiveness of the program. Agenda and sign-in sheets.
3. NCISD will continue to screen and provide interventions and accommodations for students with dyslexia tendencies and related disorders. The district will continue the implementation of Language 6-12 for the Dyslexia Program.	Exec. Dir. of Spec. Pop. ELA Instructional Specialist Principals	Local	Each semester	District and Campus Coordinators will periodically meet to assess degree of student/program success. Agendas and sign-in sheets.

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NCLB Goal: 1, 2

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NCLB Performance Indicators: 1.1, 1.2, 1.3, 2.1, 2.2, 2.3

SUMMATIVE EVALUATION: All test results (All forms of TAKS, RPTE, Observation Protocol, TPRI, and District benchmarks) will be disaggregated by special programs to identify any gaps between student groups/programs. All special programs will make Adequate Yearly Progress (AYP).

Strategy	Person Responsible	Resource	Timeline	Evaluation
<p>4. NCISD will annually review the evaluation of all special programs and use the results to improve student achievement.</p> <ul style="list-style-type: none"> a. 504/Dyslexia b. Special Education c. Advanced Academic d. Career & Technology Education (CATE) e. Title Programs <ul style="list-style-type: none"> ▪ Title I, Part A, ESEA ▪ Title II, Part A, Principal/Teacher Training ▪ Title II, Part D, Technology ▪ Title III, Bilingual/ESL ▪ Title IV, Part A, Safe/Drug Free Schools f. Pre-K Program g. Credit Recovery Center h. Summer School Programs (Special Education, ESL, Student Success Initiative, etc.) i. Student Success Initiative (Accelerated Reading Instruction and Accelerated Math Instruction) j. Reading Recovery k. Renaissance Learning (Reading, Math, Writing) l. Career Pathways m. Creative Educational Institute (CEI) - Reading, Math n. Migrant Education Program o. State Compensatory Education Program p. Jump Start 	<p>Assoc. Supt. of C&I District Personnel</p>	<p>Title I, Part A ESEA Title I, Part C, Migrant Title II, Part A TPRT Title II, Part D Technology Title III, Part A, LEP Title IV, Part A Safe & Drug Free Title V, Innovative State Bilingual/ESL Allocation Spec. Ed. (ESY) State Compensatory Ed. Program H. S. Allotment (See appendix for all)</p>	<p>Monthly review and May 2010</p>	<p>Student achievement will be periodically monitored and reviewed by persons responsible.</p> <p>Periodic progress reports will be made and reviewed by DLAC.</p> <p>Annual Program evaluations.</p>

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NCLB Goal: 1, 2

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NCLB Performance Indicators: 1.1, 1.2, 1.3, 2.1, 2.2, 2.3

SUMMATIVE EVALUATION: All test results (All forms of TAKS, RPTE, Observation Protocol, TPRI, and District benchmarks) will be disaggregated by special programs to identify any gaps between student groups/programs. All special programs will make Adequate Yearly Progress (AYP).

Strategy	Person Responsible	Resource	Timeline	Evaluation
5. Provide Pregnancy Related Services to students who are pregnant or parents which include: <ul style="list-style-type: none"> a. Prepared Parenting Classes b. Child Development Classes c. Montgomery Youth Service Counselor (individual and group counseling to teach "Healthy Starts Program") d. Child Care services provided through contact with local daycare. e. Transportation services provided for parents and children to and from school, daycare, and home. f. PRS homebound teacher (six weeks postpartum plus and additional four weeks if needed for complications with parent or child.) g. Compensatory Education Home Instruction (CEHI) h. Provide accommodations as needed 	Exec. Dir. Of Instr. & Acct. Lead Counselor At-Risk Coordinator Testing Coord.	SCE (see appendix) Life Skills Program for Student Parents Grant	Each semester	Credits earned, attendance at school and day care center, sign-in sheets, documentation from doctor, PRS forms.
6. Add 3rd grade bilingual programs to elementary campuses	Exec. Dir. of Spec. Pop.	Local Bilingual	8/1/2009	Program(s) in place - Master schedules

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SUMMATIVE EVALUATION: All test results (All forms of TAKS, RPTE, Observation Protocol, TPRI, and District benchmarks) will be disaggregated by special programs to identify any gaps between student groups/programs. All special programs will make Adequate Yearly Progress (AYP).

Strategy	Person Responsible	Resource	Timeline	Evaluation
7. NCISD will continue to recruit Bilingual and ESL certified teachers and Bilingual instructional aides.	Exec. Dir. of H. R. Personnel/Employee Principals	Local	June 2009 August 2009	Filled positions Periodic progress reports will be made and reviewed by DLAC.
8. NCISD will provide professional development opportunities for ESL strategies and techniques for all teachers.	Exec. Dir. of Spec. Pop. Principals	Local Title II Title III State ESL-Bil	Each semester	Participant evaluation and classroom observation. Certificate of Attendance.
9. Overall NCISD Bilingual and ESL program will be reviewed for effectiveness.	Assoc. Supt. of C&I Exec. Dir. of Spec. Pop. Exec. Dir. of Instr.& Acct. Dir. of C&I Principals		Spring - Summer 2010	Annual Measurable Achievement Objectives (AMAO's) English Language Learners Progress Measure on AEIS Report TAKS sub group results
10. Bi-lingual/ESL folders will be audited for appropriate documentation.	Exec. Dir. Of Spec. Pop.	Local Title III	Jan./Feb. 2010	Summary of findings
11. Training will be provided regarding placement of needed documentation in Bi-lingual/ESL folders.	Exec. Dir. Of Spec. Pop	Local Title III	May 18, 2009, August 2009	Agenda, sign-in sheet

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NCLB Goal:1

PERFORMANCE OBJECTIVE #3: NCISD will implement strategies and activities to maintain or reduce the number of special education focused-based elements as determined by Performance-Based Monitoring Analysis System (PBMAS) risk levels for 2009-2010.

NCLB Performance Indicators: 1.1

SUMMATIVE EVALUATION: The special education focused-based elements reports will show a maintenance or reduction of risk levels.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. To address the percentage of students placed in special education.				
a. Continue to provide training for assessment staff, teachers, and administrators regarding changes in procedures for evaluation and identification of students with disabilities as required by new federal law and regulations and state law and commissioner rules for special education.	Exec. Dir. of Spec. Pop. Lead Diagnostician	Spec. Ed. Funding	August 2009	Staff development agendas and sign-in sheets.
b. Continue to provide referral process training for administrators, counselors, and CARE team chairs from each campus regarding new Response to Intervention (RTI) requirements for referrals to special education based on new federal and state mandates.	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed.	Spec. Ed.Funding	August 2009	Agendas and sign-in sheets
c. Utilize a screening committee (consisting of diagnosticians, speech pathologists, LSSPs and general ed administrators and counselors) to review referrals and determine next step in referral process.	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed. Principals	Spec. Ed. Funding	July 2009 January 2010	Staff development sign-in sheets and agendas
d. For 3-5 year olds, utilize a two-week screening process, including attendance in a PPCD program for observation and screening by a PPCD teacher, a diagnostician, and a speech pathologist. This team will determine what, if any additional assessment is needed.	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed.	Spec. Ed.Funding	August 2009	Staff development agendas and sign-in sheets Purchase order to show program is in place

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal:1

PERFORMANCE OBJECTIVE #3: NCISD will implement strategies and activities to maintain or reduce the number of special education focused-based elements as determined by Performance-Based Monitoring Analysis System (PBMAS) risk levels for 2009-2010.

NCLB Performance Indicators: 1.1

SUMMATIVE EVALUATION: The special education focused-based elements reports will show a maintenance or reduction of risk levels.

Strategy	Person Responsible	Resource	Timeline	Evaluation
2. To address overrepresentation of an ethnic student group receiving special education.				
a. Continue to provide training for assessment staff and campus administration regarding procedures for appropriate referrals.	Lead Diagnostician	IDEA-B Funding	January 2010	Diagnostician Handbook
	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed	Spec. Ed. Funding	August 2009	Staff development sign-in sheets and agendas.
3. To address TAKS exemptions to meet the 1%-2% cap of NCLB (No Child Left Behind)				
a. Continue to provide data regarding numbers of exemptions to campus administrators.	Exec. Dir. of Spec. Pop.	Local	Each semester	Meeting agendas and sign-in sheets
b. Continue to provide training regarding selection of state assessment and exemption criteria for students with disabilities for assessment staff, administrators and special education teachers, and trainer of trainers model.	Exec. Dir. of Spec. Pop.	Local	August 2009	Meeting agendas and sign-in sheets.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal:1

PERFORMANCE OBJECTIVE #3: NCISD will implement strategies and activities to maintain or reduce the number of special education focused-based elements as determined by Performance-Based Monitoring Analysis System (PBMAS) risk levels for 2009-2010.

NCLB Performance Indicators: 1.1

SUMMATIVE EVALUATION: The special education focused-based elements reports will show a maintenance or reduction of risk levels.

Strategy	Person Responsible	Resource	Timeline	Evaluation
4. To address: District Alternative Education Program/Juvenile Justice Alternative Program Referrals (DAEP/JJAEP)				
a. Continue to provide training for administrators, teachers, para-educators and DAEP personnel regarding strategies for handling discipline of students with disabilities.	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed. Programs	Local	August 2009 January 2010	Meeting agendas and sign-in sheets
b. Continue to provide training for campus and DAEP administrators and assessment staff regarding state and federal requirements for placement of student with disabilities at DAEP and JJAEP.	Exec. Dir. of Spec. Pop. Coord. of Spec. Ed Programs	Local	Each semester	Meeting agendas and sign-in sheets
c. Continue the EXCEL Program to support students with disabilities who have severe behavioral problems.	EXCEL Supervisor Exec. Dir. of Spec. Pop.	Local	2009-2010 School Year	Enrollment data
d. Continue to provide Texas Behavioral Support Initiative (TBSI) for campus (TBSI) teams.	EXCEL Supervisor Exec. Dir. of Spec. Pop.	Local		
e. Recommend utilizing stimulus funds for additional paraprofessionals to provide an extension of the SSP program for students with disabilities, a Student Support Program (SSP) for students in general education with severe behavioral issues prior to referral to special education.	EXCEL Supervisor Exec. Dir. Of Spec. Pop.	Local Stimulus funds	Summer 2009	Sign-in sheets E-grant request

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal:1

PERFORMANCE OBJECTIVE #3: NCISD will implement strategies and activities to maintain or reduce the number of special education focused-based elements as determined by Performance-Based Monitoring Analysis System (PBMAS) risk levels for 2009-2010.

NCLB Performance Indicators: 1.1

SUMMATIVE EVALUATION: The special education focused-based elements reports will show a maintenance or reduction of risk levels.

Strategy	Person Responsible	Resource	Timeline	Evaluation
5. To address compliance issues regarding PBMAS indicators. a. Provide staff development for administrators regarding special education law, both federal and state, especially in the areas of transition and exemptions for special population students.	Assoc. Supt. of C&I Exec. Dir. of Spec. Pop.	Local	August 2009 Monthly Admin. Mtg. Quarterly Admin. Academy	Agenda for the Administrators Retreat, monthly administrator meeting, and Administrator Academy.
6. To improve communication between parents of students with disabilities and school district: a. Continue providing parent training and information through quarterly parent meetings.	Exec. Dir. of Spec. Pop. Assessment Staff	Local	Quarterly	Flyers, agendas, and sign-in sheets
b. Continue providing support and training for parents of students with Autism through quarterly meetings.	Exec. Dir. of Spec. Pop. Autism Team	Local	Quarterly	Flyers, agendas, and sign-in sheets
c. Continue providing support, training and opportunities for socialization for students with visual impairments and their parents through monthly meetings of the Braille and Cane Club.	Teachers of the Visually Impaired	Local	Monthly	Flyers and agendas
d. Schedule a meeting between representatives of Department of Assistive and Rehabilitative Services (DARS) and High School students and parents.	High School Diagnostician	Local		Flyers and agenda
7. To add the position of Special Education Director to offer more help to campuses and parents.	Exec. Dir. Of Spec. Pop	Spec. Ed	July 2009	Job description

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #4: NCISD will increase the percentage of students and student groups that are taking advanced classes and tests such as Advanced Placement (AP), SAT, and ACT to meet or exceed the state level of performance on advanced classes (20.5%), ACT/SAT (62%, AP (16%).

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: DLAC will review AP, SAT/ACT, and AEIS reports.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will communicate with parents and students about the importance of students taking advanced courses through the secondary course selection guides and parent meetings.	Assoc. Supt. of C&I Secondary Principals Counselors	Local	October 2009	Annual review of secondary course selection guides. Number of students enrolled in advanced courses
2. NCISD will continue to implement additional Pre-AP and AP courses with a required testing component.	Assoc. Supt. of C&I Secondary Principals	Local H S Allotment	October 2010	Annual review of secondary course selection guides. Number of students enrolled in advanced courses Number of student and scores of those who take AP exams.
3. AP testing for dual credit classes will be offered.	Assoc. Supt. of C&I Secondary Principals	Local H S Allotment	October 2010	Annual review of secondary course selection guides. Number of students enrolled in advanced course. Number of student and scores of those who take AP exams.
4. NCISD will provide opportunities for Pre-AP and AP staff development for teachers assigned to teach Pre-AP, AP and dual credit courses.	Secondary Principals	Local AP & Pre-AP Reimbursement program H S Allotment Title II A	Each semester Summer	Certificates of attendance
5. NCISD will continue to implement dual credit schedule with LSC-Kingwood.	H. S. Principal Counselors	LSC-Kingwood EMCID facilities Local	Each semester	Student registration for concurrent credit courses.
6. SAT and ACT test objectives will be integrated within the core curriculum.	H. S. Principal Dept. Chairs	Local	Each semester	Student performance results on SAT and ACT tests.
7. Continue to offer a SAT preparation course at New Caney High School.	H. S. Principal Counselors	Local Course selection guides	Fall semester	The number of students and scores of those students who take SAT preparation course.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #4: NCISD will increase the percentage of students and student groups that are taking advanced classes and tests such as Advanced Placement (AP), SAT, and ACT to meet or exceed the state level of performance on advanced classes (20.5%), ACT/SAT (62%, AP (16%).

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: DLAC will review AP, SAT/ACT, and AEIS reports.

Strategy	Person Responsible	Resource	Timeline	Evaluation
8. New Caney High School counselors will inform students and parents about the importance of taking college entrance tests and will encourage students to register and take the tests.	H. S. Counselors	College Board Local	Each semester	The number of high school students taking college entrance tests.
9. NCISD will increase student participation in the Duke Talent Identification Program	M. S. Principals M. S. Counselors	Local	Fall 2009	Number of students participating in the Duke Program
10. LSC - Kingwood-will pay the tuition of students taking dual credit courses if funds are available.	Exec. Dir. of Instr. & Acct. H S Dean of Instr.	H S Allotment	Each Semester	Number of students taking dual credit courses.
11. NCISD will hire additional teachers to reduce class size as budget allows.	Exec. Dir. of Instr. & Acct. H S Dean of Instr.	H S Allotment	Fall 2009	Personnel records
12. NCISD will continue to support a high school Dean of Instruction to aide in improvement of graduation rates and college readiness.	Exec. Dir. of Instr. & Acct. H S Principal	H S Allotment	Fall 2009	Personnel records
13. NCISD will offer a Credit Recovery Center as a dropout prevention program NCISD will pay for AP exams if funds are available.	Exec. Dir. of Instr. & Acct. CRC Coordinator H S Principal Assist. Supt. of Planning & Dev.	H S Allotment	Summer 2009	The number of students participating

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #4: NCISD will increase the percentage of students and student groups that are taking advanced classes and tests such as Advanced Placement (AP), SAT, and ACT to meet or exceed the state level of performance on advanced classes (20.5%), ACT/SAT (62%, AP (16%).

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: DLAC will review AP, SAT/ACT, and AEIS reports.

Strategy	Person Responsible	Resource	Timeline	Evaluation
14. NCISD will offer an 8th and 9th grade academy (Jump Start) to help incoming freshman gain high school credits.	H S Dean of Instr. H S Principal Exec. Dir. of Instr. & Acct. Dir. of C&I	H S Allotment	Summer 2009	The number of students participating
15. NCISD will continue to support the licenses for the APEX software in the high school credit recovery lab.	H S Dean of Instr. H S Principal Exec. Dir. of Instr. & Acct.	H S Allotment	Fall 2009	Software program in place
16. NCISD will purchase SAT prep booklets.	H S Dean of Instr. Exec. Dir. of Instr. & Acct.	H S Allotment	Fall 2009	Booklets purchased
17. All students will complete a college readiness diagnostic assessment in the 8th and 10th grade. Students may choose to take a college entrance exam in the 11th grade at state expense. If state money is allocated by the legislature.	Exec. Dir. of Instr. & Acct. Dir. of C&I H S Principal H S Dean of Instr.	State funds	Spring 2010	Record of, and results from students participating
18. NCISD will continue Advanced Academics (Gifted Talented Program) for grades K-12 with special attention given to: a. Scantron for identification b. Summer academies c. Parent meetings	Assoc. of C&I Exec. Dir. of Instr. & Acct. Adv. Academics Spec. Principals GT Advisory Committee	Local	Each semester	District and Campus GT committees will periodically meet to assess the degree of student/program success. Agendas and sign-in sheets.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #4: NCISD will increase the percentage of students and student groups that are taking advanced classes and tests such as Advanced Placement (AP), SAT, and ACT to meet or exceed the state level of performance on advanced classes (20.5%), ACT/SAT (62%, AP (16%).

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: DLAC will review AP, SAT/ACT, and AEIS reports.

Strategy	Person Responsible	Resource	Timeline	Evaluation
19. NCISD will use the 2009 audit of the Advanced Academic Program to move a recognized level of the program.	Assoc. Supt. of C& I Adv. Academics Spec. GT Advisory Comm. Principals	GT Funds Local	May 2010	Audit of GT Program
20. Provide staff development to meet needs of certification and updates required by TEA.	Adv. Academics Spec.	GT Funds Local	January 2010	Course-Insite
21. Verify that teachers, counselors, and principals of GT students have maintained their certification.	Adv. Academic Spec. Principals	Local	January 2010	Data base
22. Maintain a data base of GT certified staff for the district	Adv. Academic Spec.	Local	November 2009	Data Base
23. Encourage Advance Academic staff to attend the state conference for the Texas Association of Gifted and Talented.	Assoc. Supt. of C&I Adv. Academic Spec. Principals	GT Funds Local	December 2009	Registration for conference
24. The District will continue to offer Chinese, and investigate all avenues to increase this program at both the High School and Middle School level.	Assoc. Supt. of C&I H.S. Principals H. S. Dean of Instr. M. S. Principals	H. S. Allotment Local	Each semester	Number of students in program.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #5: All campuses in NCISD will make Adequate Yearly Progress

NCLB Performance Indicators: 1.3

SUMMATIVE EVALUATION: Each NCISD campus will make Adequate Yearly Progress.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Continue to provide staff development that clarifies No Child Left Behind (NCLB) legislation to campus leadership.	Superintendent Exec. Dir. of Instr. & Acct. Principals	Local	Each semester Summer	Number of hours offered and taken and agendas from administrators meetings
2. Each campus will implement strategies to ensure student participation on the TAKS.	Principals	Local	State assessment calendar	Percentage of student attendance on TAKS test dates.
3. Each campus will provide students the opportunity to make-up the TAKS when absent in state-designated grades and subjects.	Principals	Local	State assessment calendar	Percentage of student attendance on TAKS test dates.
4. To address TAKS exemptions to meet the 1%-2% cap of NCLB (No Child Left Behind)				
a. Continue to provide data regarding numbers of exemptions to campus administrators.	Exec. Dir. of Spec. Pop.	Local	Each semester	Meeting agendas and sign-in sheets
b. Continue to provide training regarding selection of state assessment and exemption criteria for students with disabilities for assessment staff, administrators and special education teachers, and trainer of trainers model.	Exec. Dir. of Spec. Pop.	Local	Monthly	Meeting agendas and sign-in sheets.
5. Secondary campuses will consider using flex week as an incentive for student instructional and attendance success.	Campus Principal	Local	July 2009	Increase in TAKS success rate.

District Improvement Plan 2009-2010

Goal #: 1 - All students will reach high standards, at a minimum attaining proficiency or better, in reading/language arts, mathematics, science, and social studies.

NCLB Goal: 1

PERFORMANCE OBJECTIVE #6: NCISD will have (100%) of its students and student groups graduating with a Recommended Diploma or a Distinguished Achievement Program (DAP) graduation plan.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: The district will calculate the percentage of students graduating from New Caney High School as Texas Scholars.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will train adult community members to present the Texas Scholars Program to the 9th grade students of NCISD.	Secondary Principals Secondary Counselors	Local Community volunteers	August 1, 2009	Recruiting adequate volunteers for the 9th grade presentations.
2. NCISD will promote the Texas Scholars Program through the Community Chamber of Commerce.	Superintendent	Local Community donations	Monthly	Tangible support and volunteers originating from the Chamber of Commerce.
3. New Caney High School will honor 12th grade students who graduate as Texas Scholars. The students will be presented a Texas Scholars medal to wear at commencement exercises.	H. S. Principal	Local Community donations	May 1, 2010	The percentage of 12th grade students receiving a Texas Scholar medal.
4. Information regarding the Texas Scholars Program will be made available through course selection guides, announcements, District and campus websites, and parent/student meetings.	H. S. Principal Counselors	Local	Monthly	Documentation of efforts.

District Improvement Plan 2009-2010

Goal # 2: All NCISD students will graduate from high school within 4 years of beginning ninth grade.

NCLB Goal: 5

PERFORMANCE OBJECTIVE #1: NCISD will maintain the students and student groups dropout rate (0.0%) based on current AEIS data (grades 7-8 and 9-12). NCISD will have a 95% completion rate of students and student groups for those students who entered ninth grade in 2005-2006 (grades 9-12).

NCLB Performance Indicators: 5.1, 5.2

SUMMATIVE EVALUATION: DLAC will analyze dropout records, completion records, credit accrual, and student retention rates.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Remedial and/or Extended Year/Day Programs will be provided to meet the needs of at-risk students who may be in danger of failing or not graduating.	Assoc. Supt. of C&I Principals	OEY Program (Optional Extended Year) Local SCE (see appendix) Title I H. S. Allotment	Each three weeks	Report cards, progress reports and benchmark testing will be monitored.
2. Staff development opportunities will provide staff with strategies to better address the needs of a culturally diverse student population, to maximize the academic success of at-risk students, and training on resources to track student performance.	Assoc. Supt. of C&I Dir. of C&I Exec. Dir. of Instr. & Acct.	Title I, II, III Local SCE (see appendix) H. S. Allotment	August 2009 October 2009 January 2010	Staff development agendas and minutes will reflect appropriate training sessions.
3. Students will be provided additional support for advancing to the next grade level through the following strategies. a. Summer school b. Extended day/extended year c. Tutoring and extra help d. Credit recovery e. Mentoring programs f. Accelerated Reading and Math (ARI, AMI) g. CEI (Creative Education Institute) reading labs (elementary/middle) h. Jump Start i. Flex week	Assoc. Supt. of C&I Principals Counselors Dir. of C&I Exec. Dir. of Instr. & Acct.	SCE (see appendix) Local Title ARI/AMI H. S. Allotment	Monthly	Number of students in each program, along with course grades, benchmark assessments, promotion from grade to grade.

District Improvement Plan 2009-2010

Goal # 2: All NCISD students will graduate from high school within 4 years of beginning ninth grade.

NCLB Goal: 5

PERFORMANCE OBJECTIVE #1: NCISD will maintain the students and student groups dropout rate (0.0%) based on current AEIS data (grades 7-8 and 9-12). NCISD will have a 95% completion rate of students and student groups for those students who entered ninth grade in 2005-2006 (grades 9-12).

NCLB Performance Indicators: 5.1, 5.2

SUMMATIVE EVALUATION: DLAC will analyze dropout records, completion records, credit accrual, and student retention rates.

Strategy	Person Responsible	Resource	Timeline	Evaluation
4. The secondary campuses will continue to implement a Personal Graduation Plan (PGP) for each student who does not perform satisfactory on one or more sections of TAKS, or who is not likely to receive a high school diploma before the fifth school year following the student's enrollment in ninth grade. The plan will outline course of action for students to follow to return to a 4 year graduation schedule.	Principal Secondary Counselors	Local PGP template	Annually	The number of PGP's developed at each secondary campus.
5. Campuses will continue to implement comprehensive CARE team procedures.	CARE Team Coord./Members	Local	Bi-weekly	Report cards Progress reports Promotion
6. NCISD will continue to coordinate career pathways with scheduling of classes for students.	CATE Director Counselors	Local	August 2009 January 2010	CATE review
7. NCISD will continue to offer the Credit Recovery Program by increasing graduation opportunities to potential non-completer students including summer classes.	H. S. Principal	Local SCE (see appendix) Title I H. S. Allotment	May 2010	The number of graduates.

District Improvement Plan 2009-2010

Goal # 2 - All students will graduate from high school within 4 years of beginning ninth grade.

NCLB Goal: 5

PERFORMANCE OBJECTIVE #2: NCISD will increase the existing attendance rate for students by 1% on each campus.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: The 2009 AEIS Report will show an increased attendance rate for students enrolled in NCISD.

Strategy	Person Responsible	Resources	Timeline	Evaluation
1. NCISD will continue a consistent, district wide attendance referral procedure that ensures enforcement of state-mandated attendance laws.	Principals NCISD Police Dept.	Local	Each six weeks	Individual campus attendance records will be monitored daily by attendance clerks.
2. NCISD will promote recognition and provide opportunities for incentives, related to student attendance.	Principals	Community donations, Campus	Each six weeks	District attendance rates will be monitored weekly for achievement.
3. Campus Improvement Plans will include measures to improve student attendance that involve use of the court system where appropriate.	Principals	Campus	Each six weeks	Campus Plan
4. Campuses will incorporate technology regarding parent-call out system for attendance (School Messenger).	Exec. Dir. of Technology/Transp. Principals	Technology	Each six weeks	Number of parent contacts for students attendance will increase.
5. NCISD will apply for waivers as needed to support an academic calendar which maximizes conditions on student attendance and student learning.	Assoc. Supt. of C&I	District	November 2009 March 2010	Waiver application
6. NCISD will continue to use a parent involvement attendance liaison to help monitor student attendance-	H. S. Principal	Local SCE (see appendix)	Each six weeks	Attendance rate
7. Continue to foster relationship with County Judge and court system to more effectively deal with truancy issues.	Attendance Liaison Exec. Dir. of Instr. & Acct.	Title I Local SCE (see appendix)	Each six weeks	District attendance rate

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning.

NCLB Goal: 4

PERFORMANCE OBJECTIVE #1: NCISD will ensure and improve campus safety by reducing the number of criminal and non-criminal incidents by 5% for the 2009-2010 school year.

NCLB Performance Indicators: 4.1:

SUMMATIVE EVALUATION: NCISD will review the PEIMS 425 discipline records and a climate survey of students, parents, and staff to determine if criminal and non-criminal activity has decreased.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will provide staff development in the following areas: a. Campus level Incident Management Planning b. District-Level Incident Management Plan c. CPR/First aid Training d. Crisis alert systems, local and national e. Evacuation planning f. Texas Behavioral Support Initiative (TBSI) Training g. Drug Impairment Training for Educational Professionals (DITEP) h. National Initiative Management Training (NIM) i. Freedom from Harassment Student & Employees j. Child Abuse and Neglect k. Drug Free Workplace	Superintendent, Assoc. Supt. of Admin. Services Exec. Dir. of Spec. Pop. Principals	Local Spec. Ed Region VI ESC Title IV	August 2009 October 2009 January 2010 As needed	Staff development agenda and minutes will document appropriate training.
2. NCISD will continue to provide identification badges to be worn by all employees, substitutes, secondary students and visitors.	Principals	Local	August 2009	ID badges will be displayed
3. NCISD will review campus safety bi-annually.	Assoc. Supt. of Admin. Services Police Chief Principals	Edwards Risk Management	Each semester	Safety audits
4. NCISD will review Campus Incident Management Plans annually, recommending revisions where appropriate.	Assoc. Supt. of Admin Services	Local	August 2009	Crisis Management Plans are posted in each classroom and office area and are included in substitute folders.
5. NCISD will review the District Incident Plan annually, revising as needed to address timely concerns.	Assoc. Supt. of Admin Services	Local	August 2009	District Crisis Plan posted at all facilities.

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning.

NCLB Goal: 4

PERFORMANCE OBJECTIVE #1: NCISD will ensure and improve campus safety by reducing the number of criminal and non-criminal incidents by 5% for the 2009-2010 school year.

NCLB Performance Indicators: 4.1:

SUMMATIVE EVALUATION: NCISD will review the PEIMS 425 discipline records and a climate survey of students, parents, and staff to determine if criminal and non-criminal activity has decreased.

Strategy	Person Responsible	Resource	Timeline	Evaluation
6. NCISD will maintain a safe and appropriate levels of lighting at all facilities, (e.g., parking lots, outside walkways, and entrances/exits.)	Dir. of Facilities /Operations	Local	1st DLAC meeting of 2009-2010	Summary report regarding the status of each campus lighting needs will be presented to DLAC.
7. Updated evacuation plans for all campuses are included in the Incident Management Plans. A copy will be kept at Central Office.	Superintendent, Assoc. Supt. of Admin. Services Principals	Local Region VI	Sept. 2009	Crisis Management Plan for each campus
8. Eddie Eagle Program (gun safety course) will continue to be conducted for fifth grade students at the elementary campuses.	Principals Police Chief	Local	Each semester	No gun-related accidents/incidents
9. GREAT Programs (Gang Awareness Program) will continue to be incorporated in the Middle Schools.	Principals Police Chief	Local	Each semester	Reduction of gang related activity
10. Continue to incorporate Visitor ID checks using V-Soft Raptor System.	Principals	Local Title IV	Daily	All visitors receive confirmed visitor's pass
11. NCISD will conduct annual criminal history reviews for current employees and upon hiring for new employees.	Exec. Dir. of H.R.	Local HR	Upon receipt of volunteer application or employment	Background checks completed
12. NCISD implemented finger printing for employees in accordance with guidelines from SBEC.	Exec. Dir. of H.R.	Local	As identified by HR based on SBEC/TEA Guidelines	Report sent to Human Resources
13. Police incident reports are submitted to Superintendent and Board Members.	Police Chief	Local	Monthly	Reports given to Board of Trustees and Superintendent

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning.

NCLB Goal: 4

PERFORMANCE OBJECTIVE #1: NCISD will ensure and improve campus safety by reducing the number of criminal and non-criminal incidents by 5% for the 2009-2010 school year.

NCLB Performance Indicators: 4.1

SUMMATIVE EVALUATION: NCISD will review the PEIMS 425 discipline records and a climate survey of students, parents and staff to determine if criminal and non-criminal activity has decreased.

Strategy	Person Responsible	Resource	Timeline	Evaluation
14. Summary reports of student disciplinary incidents will be reviewed by Campus Administration.	Exec. Dir. of Instr. & Acct.	Report generated by Pentamation	Monthly	Discipline Reports collected for each campus.
15. The District will continue to evaluate the need for the updating of current video monitoring technology. A status report will be provided to DLAC annually.	Superintendent Assoc. Supt. of Admin. Serv. Principals	Bond	May 2010	Improved security at campuses, reduction of vandalism and criminal incidences.
16. The District will continue updating the current security alarm systems for each facility.	Dir. of Facilities/Operations Principals Assoc. Supt. of Admin Serv.	Bond	Annually/as schools are built May 2009	Improved security of campuses, reduction of vandalism and criminal incidences.
17. Campus safety officer will be employed at the high school campus.	Campus Principals	Local	August 2009	Duty schedule

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning.

NCLB Goal: 4

PERFORMANCE OBJECTIVE #2: NCISD will investigate, establish, and promote programs to lower the number of PEIMS 425 discipline records by 5% district-wide for the 2009-2010 school year.

NCLB Performance Indicators: 4.1

SUMMATIVE EVALUATION: NCISD PEIMS discipline data will show a reduction of 5% in the number of school suspensions, JJAEP and DAEP placements district-wide for 2007-2008.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Counselors will be used in a proactive manner to provide social skills as appropriate at each campus.	Principals Counselors	Local	Each six weeks	Counselors' logs will reflect emphasis on social skills.
2. Communication with parents and/or guardians will be facilitated by maintaining the parent communication technology utilized at campus and district-level. Ongoing training will be provided to district staff on the use of School Messenger.	Principals Admin. Asst. to Supt. Exec. Dir. of Technology/Transp.	Local	March 2010	A file of campus communication efforts will be kept for review by the DLAC.
3. Student violence prevention and intervention strategies in place at all campuses will include dating violence prevention and intervention, bullying prevention and character education. The District will continue the implementation of "Capturing Kids Hearts," as well as other anti-bullying strategies.	Assoc. Supt. of Adm. Serv. Principals	Title IV Local	August 2009	Annual report to the board of trustees on violent or criminal campus incidents, Campus Plans.
4. Provide support to campuses to improve health of students and employees under the guidance of the district health coordinator.	Assoc. Supt. of Admin. Services	Local	August 2009	Report to Board

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning

NCLB Goal: 4

PERFORMANCE OBJECTIVE #3: NCISD facilities, improvements, and the technology infrastructure will be completed on time and within budget.

NCLB Performance Indicators: 4.1

SUMMATIVE EVALUATION: Facilities projects will be completed on time and within budget.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will continue to implement plans for upgrading existing facilities.	Superintendent Dir. of Facilities/Operations	Bond	Monthly	Monthly reports to board
2. NCISD will continue to implement plans to construct new facilities approved by recent bond elections. Porter High School will open Fall 2010. Elementary # 9 will continue to be evaluated as district needs. Upgrades and renovations made to NCHS.	Superintendent	Bond	Monthly	Monthly reports to board
3. NCISD will continue to provide a mechanism for maintenance and repairs on existing facilities.	Dir. of Facilities/Operations	Local	Daily	Monthly report of work orders
4. NCISD Facilities committee recommendations will be reviewed to make decisions regarding facilities needs, improvements, and technology connectivity.	Superintendent Dir. of Facilities/Operations	Local	Summer 09	Board agenda and minutes
5. NCISD will provide support to personnel to maintain and upgrade technology.	Assoc. Supt. of Admin. Services Exec. Dir. of Technology/Transp.	Local E-Rate Technology Allotment	Each semester Summer	Evaluate network infrastructure for reliability and scalability.

District Improvement Plan 2009-2010

Goal #3 - All NCISD students will be educated in learning environments that are safe, drug-free, and conducive to learning

NCLB Goal: 4

PERFORMANCE OBJECTIVE #3: NCISD facilities, improvements, and the technology infrastructure will be completed on time and within budget.

NCLB Performance Indicators: 4.1

SUMMATIVE EVALUATION: Facilities projects will be completed on time and within budget.

Strategy	Person Responsible	Resource	Timeline	Evaluation
6. NCISD will continue to implement a plan for systematically maintaining and upgrading existing technology. Leasing vs. purchasing hardware will be explored to determine cost effectiveness.	Assoc. Supt. of Admin. Services Exec. Dir. of Technology/Transp.	Local E-rate Technology Allotment	Annually	Evaluate network infrastructure for reliability and scalability.
7. Explore options concerning the best use of facilities for CRC/TLC/EXCEL/Annex.	Assist. Supt. for Planning & Dev.	Local	February 2010	Plan for building use.
8. Evaluate district demographics and seek new professional study if warranted.	Assit. Supt. for Planning Dev.	Local	December 2009	Plan to build a 9th elementary.

District Improvement Plan 2009-2010

Goal #4 - The NCISD Career and Technology Education Department will implement industry standards and post-secondary transitional strategies while enriching core academic areas to prepare students for the dual role of a productive citizen and life long learner.

NCLB Goal:N/A

PERFORMANCE OBJECTIVE #1: Increase student enrollment in CATE courses by providing continuous leadership in the development of CATE program goals, activities, and curriculum.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Written evaluation of all CATE programs in the district.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Evaluate role of CATE Administrator as we continue planning for 2nd high school.	H. S. Principal	Local	Each semester Summer	An annual review of the CATE program
2. The District will continue to identify availability of high-skill and high wage jobs in the local area.	CATE Administrator	Perkins Local	Each semester	Feedback from advisory committees and community survey.
3. The District will inform students about transition opportunities at the post-secondary level.	H. S. Counselors	Local	Each semester	The number of 12th grade CATE students who transition to the post-secondary level.
4. The District will ensure that all CATE programs have appropriate representation on the CATE advisory committee.	CATE Administrator	Local	Each semester	Agenda and meeting minutes.
5. The District will continue to review the CATE Career Pathways and place in the NCHS Course Catalog.	CATE Administrator H. S. Principal Teachers	Local	October 31, 2009	CATE Program description in the 2009-10 course catalog.
6. The District will continue to review and revise as needed the Career Pathways that will lead students to employment immediately after high school.	CATE Administrator H. S. Principal Teachers	Local	October 31, 2009	Development of coherent course sequences for each career pathway.

District Improvement Plan 2009-2010

Goal #4 - The NCISD Career and Technology Education Department will implement industry standards and post-secondary transitional strategies while enriching core academic areas to prepare students for the dual role of a productive citizen and life long learner.

NCLB Goal:N/A

PERFORMANCE OBJECTIVE #1: Increase student enrollment in CATE courses by providing continuous leadership in the development of CATE program goals, activities, and curriculum.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Written evaluation of all CATE programs in the district.

Strategy	Person Responsible	Resource	Timeline	Evaluation
7. The District will continue plans to integrate CATE and academic programs.	CATE Administrator H.S. Principal	Local Perkins	Each semester	CATE course sequence will integrate content from the core content areas.
8. The District will continue to develop and expand articulation agreements with local community colleges. (Lone Star College System)	CATE Administrator	Local	October 31, 2009	Increase in the number of articulation agreements with post-secondary educational institutions.
9. The District will review and integrate industry standards into the CATE Program.	CATE Administrator Teachers	Local Perkins	Sept./Oct. 2009	Student preparation and/or acquisition of industry standards/certification, lesson plans, course syllabi
10. Increase student enrollment through the exploratory technology education at the middle school	CATE Administrator Exec. Dir. of Technology/Transp.	Local	Each semester	Evaluation of student enrollment
11. The district will develop CATE programs that will need to be offered at New Caney HS and Porter HS. <ul style="list-style-type: none"> • Principals of Engineering • Cosmetology • Culinary Arts 	Assist. Supt. of Planning & Dev. CATE Adm. H.S. Principal Assoc. Supt of C & I	Local	September 2009 January 2010	Development of guide for both high schools.

District Improvement Plan 2009-2010

Goal #4 - The NCISD Career and Technology Education department will implement industry standards and post-secondary transitional strategies while enriching core academic areas to prepare students for the dual role of a productive citizen and life long learner.

NCLB Goal: N/A

PERFORMANCE OBJECTIVE #2: Evolution and promotion of the CATE vision and mission statement.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Written Evaluation of all CATE Programs in the district.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. The vision and mission statement will be reviewed and approved through a collaborative effort.	CATE Administrator H. S. Principal	Local	February 2009	Review of CATE Advisory Committee minutes.
2. Implement and review annual self-evaluation process for the CATE program for the purpose of continuous improvement.	CATE Administrator	Local Perkins	September 2009	Communication to faculty and staff regarding the process of the evaluation.
3. The District will conduct an annual graduation survey of CATE students to determine the effectiveness of the program.	CATE Administrator	Local Perkins	May 2010	Utilization of student survey in program planning.

District Improvement Plan 2009-2010

Goal #4 - The NCISD Career and Technology Education department will implement industry standards and post-secondary transitional strategies while enriching core academic areas to prepare students for the dual role of a productive citizen and life long learner.

NCLB Goal: N/A

PERFORMANCE OBJECTIVE #3: Provide all students with opportunities to participate in an academically rigorous curriculum that enables them to achieve their potential and participate fully in the economic and educational opportunities of Texas and the nation.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Written evaluation of the CATE program. NCISD will collect baseline data to determine the number of students completing a coherent sequence of courses.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Continue the development of career concentration areas to assist participating students in achieving academic and career skills that apply to continued education and employment.	CATE Administrator CATE Advisory Committee	Local	Each semester	Course catalog and articulation agreements.
2. Continue to provide opportunities for all students to understand employer expectations and citizenship skills.	CATE Teachers	Local	Each semester	Syllabus/Lesson plans
3. Continue to provide a dynamic curriculum that is engaging, rigorous, relevant, and emphasizes current and emerging technologies while ensuring college readiness.	CATE Administrator CATE Advisory Committee	Local Perkins Alternative	Each semester	Course scope and sequence, performance assessments
4. Continue to implement staff development addressing program specific needs.	CATE Administrator	Local	Each semester	Teacher survey/Advisory minutes/PBMAS
5. Audit and adjust an Improvement Plan for CATE Program addressing identified student needs.	CATE Administrator CATE Advisory Committee CATE Steering Committee	Local	Feb./Mar. 2010	PBMAS (Performance Based Monitoring Assessment System)
6. The District will continue to provide industry appropriate training and technologies for staff.	CATE Administrator Exec. Dir. of Technology/Transp.	Local Perkins Technology	Each semester Summer	Program self-evaluation
7. Continue to integrate strategies to promote student enrollment in non-traditional CATE courses.	CATE Administrator/CATE Teachers	Local	Each semester	PBMAS (Performance Based Monitoring Assessment System)
8. Consider stipend increase for teachers in "hard to fill positions".	H. S. Principal	CATE funds	July 2009	Filling of vacant CATE position.

District Improvement Plan 2009-2010

Goal #5 -All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #1: All NCISD teachers and paraprofessionals will meet the NCLB standards of highly qualified.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staff Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. Increase attendance/participation at Job Fairs and focus group meetings. <ul style="list-style-type: none"> a. NCISD Job Fair b. University job fairs c. Alternative Certification Programs/Teacher Certification Programs (e.g., LCS-Kingwood, ESC IV & VI, I Teach Texas) d. Professional Organizations (e.g, NABE, NCTM) 	Exec. Dir. of H. R.	Local	As appropriate; May 2010	Evaluation of job fair participants to determine effectiveness. Summary to DLAC for review. Number of applicants interviewed and/or hired from out of state.
2. NCISD will continue innovative marketing efforts <ul style="list-style-type: none"> a. Human Resources web page b. Job opportunities page c. Integrated online application and tracking system d. Promotional materials e. Advertisements online and newspapers (professional websites) f. Maintain contact with university career centers g. Involvement of current staff in recruitment (alumni, campus staff) h. Partnerships with teacher preparation programs and career centers i. Hosting student teachers j. Follow-up with prospective candidates k. Open postings in critical need positions l. Target hidden pools of qualified applicants m. Promote new and upgraded facilities in the district 	Exec. Dir. of H. R.	Local	As appropriate; May 2010	Evaluation monthly that each measure is in place and information remains current. Evaluation of job fair participants to determine effectiveness. Summary to DLAC for review. Number of applicants interviewed and/or hired from out of state.
3. NCISD will continue to schedule and monitor staff development and professional growth by using the Course-Insite management system.	Dir. of C&I	Local Title II	August 2010	Number of hours offered and number of hours taken.

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #1: All NCISD teachers and paraprofessionals will meet the NCLB standards of highly qualified.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Strategy	Person Responsible	Resource	Timeline	Evaluation
4. NCISD will be proactive in promoting a positive image to staff, students, prospective employees and community by:	Exec. Dir. of H. R. Admin. Asst. to Supt.			Campus survey results will be reviewed.
a. Taking advantage of all opportunities to showcase staff and student success: Second Mile/Board Recognition Award, Focus, Cable TV, marquees, newsletters, Syner Voice, Salute to the Stars, radio stations, Points of Pride, and "Before You Go" Newsletter.	Admin. Asst. to Supt.	Local	Monthly	NCISD media materials will be reviewed.
b. Maintaining NCISD web page. • On-line application will be available • All job vacancies will be posted in a timely manner	Exec. Dir. of H. R.	Local	Monthly	Web Master will give report of Web events and activities.
c. Increase/expand advertising. • Houston Chronicle advertisement • Posting vacancies on NCISD web page • Create tri-fold pamphlet to distribute to prospective applicants.	Exec. Dir. of H. R.	Local	Monthly	All publicity will be collected and displayed.

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #1: All NCISD teachers and paraprofessionals will meet the NCLB standards of highly qualified.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Strategy	Person Responsible	Resource	Timeline	Evaluation
5. NCISD will continue to offer competitive salaries, stipends and benefits <ul style="list-style-type: none"> a. Market analysis of salaries and benefits b. Stipends for critical need areas (2009-2010) <ul style="list-style-type: none"> • High School Math \$5,000 • H. S. Algebra 1 (2 or more sections) \$1000 • Middle School Math \$3,500 • Foreign Language 50% or more of day \$3000 • Bilingual \$4,000 • High School Languages other than English \$3,000 • ESL \$1,500 • Composite Science \$5000 • Physics, Chemistry, Physical Science certification \$3500 • Composite Social Studies \$2,000 • Dual Credit \$1,500 per semester c. Incentives for advanced degrees d. Longevity pay e. Competitive benefits (e.g. insurance, retirement plans) f. Assistance with relocation and moving expenses g. DATE Grant incentives are Keefer, White Oak, and NCHS. 	Exec. Dir. of H. R. Chief Fin. Officer	Local Title I Title II Title III H. S. Allotment	Monthly	Personnel records; salary schedule

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #1: All NCISD teachers and paraprofessionals will meet the NCLB standards of highly qualified.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Strategy	Person Responsible	Resource	Timeline	Evaluation
6. NCISD will assist staff in meeting certification requirements <ul style="list-style-type: none"> a. Certification assistance (district assistance with temporary certification, out-of-state certification, certification test fees, test preparation courses) b. Assistance with student loan forgiveness and tuition exemption programs c. Limited tuition reimbursement, "grow your own" d. In-district sites for college courses e. Collaborative relationships with teacher certification programs 	Exec. Dir. of H. R. Chief Fin. Officer	Local HS allotment Title I Title II Title III	Monthly	Personnel records; salary schedule

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #2: NCISD will lower the employee turnover rate to 12% based on the annual AEIS report.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB. The teacher turnover rate will decrease by 1% according to the annual AEIS report.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will retain its highly qualified teachers by offering an induction support program <ul style="list-style-type: none"> a. Provide an effective and meaningful new teacher orientation spread throughout the year b. Provide a paid mentor for novice teachers c. Conduct a summative evaluation of the mentoring program d. Provide novice teachers focused technical support by district personnel e. Provide an outside consultant to work with beginning teachers. f. Provide new teachers with information with Tool belt/Toolkit g. DATE Grant incentives at Keefer, White Oak and NCHS. 	Assoc. Supt. of C&I Exec. Dir. of H. R. Principals Dir. of C&I Exec. Dir. of Instr. & Acct.	Local Title II-A	Monthly	Exit interviews will be reviewed to identify trends in turnover; Reviews of mentoring program.

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #2: NCISD will lower the employee turnover rate to 12% based on the annual AEIS report.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB. The teacher turnover rate will decrease by 1% according to the annual AEIS report.

Strategy	Person Responsible	Resource	Timeline	Evaluation
2. NCISD will continue to improve salaries, benefits and working conditions for teachers by: <ul style="list-style-type: none"> a. Market analysis of salaries, benefits and incentives b. Provide stipends for critical need areas and extra duty assignments c. Limit duties and after school responsibilities d. Provide safe and secure schools e. Implement a comprehensive crisis management plan f. Maintain student discipline g. Maintain a positive school climate h. Ensure that staff has a voice in how the schools operate i. Conduct a climate survey of district staff j. Assistance with relocation/moving expenses k. ExCet test paid by district l. In-district site for college courses m. Longevity pay n. Attendance incentives o. Incentives for advanced degrees 	Exec. Dir. of H. R. Chief Fin. Officer	Local Title I Title II	Bi-monthly	Personnel records TASB extra-duty pay proposed implemented.

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #2: NCISD will lower the employee turnover rate to 12% based on the annual AEIS report.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD Staffing Plan will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB. The teacher turnover rate will decrease by 1% according to the annual AEIS report.

Strategy	Person Responsible	Resource	Timeline	Evaluation
3. NCISD will continue work to improve teacher morale with implementation of employee recognition programs <ul style="list-style-type: none"> a. Showcase staff in newsletters, district publications and weekly bulletins b. Provide teacher appreciation luncheons c. Provide and annual employee recognition banquet (Salute to the Stars) d. Recognize campus and district Teacher of the Year and Employee of the Year e. Second Mile/Board Recognition Programs f. Chow wagon 	Superintendent Exec. Dir. of H. R. Campus Administration	Local	Each semester	DLAC will review the plan for progress. Artifacts proving recognitions and celebrations have taken place.
4. NCISD will continue its efforts to ensure a "highly qualified" teaching and paraprofessional staff. <ul style="list-style-type: none"> a. Audit qualifications of new hires b. Limited professional growth tuition reimbursement (as per district procedure) c. Principal verification of "highly qualified" status d. Parent notification 	Exec. Dir. of H. R. Campus Administration	Local Title I Title II	Monthly	Personnel records will be reviewed for implementation.
5. Provide meaningful and quality professional growth activities (comprehensive district and campus staff development plans)	Exec. Dir. of H. R. Campus Administration Assoc. Supt. of C&I	Local Title I Title II	Monthly	Certificates of attendance/completion on record.
6. Continue to monitor the feasibility of critical needs signing bonuses	Exec. Dir. of H. R. Campus Administration	Local	Monthly	DLAC will review the plan

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

CLUB Goal: 3

PERFORMANCE OBJECTIVE #3: NCISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals. 100% of identified staff will participate in a minimum of 12 hours of high quality professional development activities during the year.

CLUB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD will collect data regarding staff participation and the effectiveness of staff development activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will continue to investigate and implement meaningful, quality professional growth activities. <ul style="list-style-type: none"> a. Provide a mentor program for novice teachers. b. Devise an effective and meaningful new teacher orientation which will be implemented throughout the school year. c. Provide professional growth activities for employees throughout the school year. d. Utilize an employee questionnaire giving feedback on activities offered. e. Principal Insight assessment (Gallup) f. Principal Academy 	Assoc. Supt. of CHI Assoc. Supt. of Admin. Services Exec. Dir. of H. R.	Title II Local	Each semester Per Admin vacancy Quarterly	Personnel records of "Professional Growth Plan", questionnaire, sign-in sheets from activities. Yearly evaluation summary as part of screening procedures. Survey of participants to determine effectiveness.
2. NCISD will foster the use of technology as an effective tool for instruction and classroom management. <ul style="list-style-type: none"> a. NCISD staff will demonstrate competency as identified by the TEAKS, NCISD Technology Plan, NCISD Instructional Technology Integration Plan. b. The District will continue to provide grade/subject appropriate copies of above documents to administration and teachers. 	Exec. Dir. of Technology/Tramps. Principals	Local	Each semester	Staff development agendas

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

CLUB Goal: 3

PERFORMANCE OBJECTIVE #3: NCISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals. 100% of identified staff will participate in a minimum of 12 hours of high quality professional development activities during the year.

CLUB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD will collect data regarding staff participation and the effectiveness of staff development activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
<p>c. The District will continue to provide training for administration, teachers, and paraprofessionals on the content of above documents.</p> <p>d. Summer technology training will be provided for teachers/staff.</p> <p>e. The District will provide continuing opportunities for staff development into the instructional process.</p> <p>f. The District will conduct a needs assessment survey April 1, 2009 to determine skill/knowledge level of staff and technology needs.</p> <p>g. NCISD will utilize an Instructional Technologist to provide training and support for students, teachers and support staff.</p> <p>3. Provide staff development to new teachers in the 10-step instructional process and curriculum blueprints.</p>	<p>Assoc. Supt. of CHI Campus Principals Dir. of CHI</p>	<p>Local</p>	<p>Each semester</p>	<p>Agenda item</p>

District Improvement Plan 2009-2010

Goal #5 -All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #3: NCISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals.

100% of identified staff will participate in a minimum of 12 hours of high quality professional development activities during the year.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD will collect data regarding staff participation and the effectiveness of staff development activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
4. Provide staff development to district and campus leaders to develop essential questions and campus consensus blueprints.	Assoc. Supt of C&I Campus Principals Dir. of C&I	Local	Each semester	Agenda item
5. Provide professional development in strategies to improve student achievement in math/science at the secondary level.	Superintendent Assoc. Supt. of C&I Secondary Principals	Local Title II	Each semester	Staff development agendas
6. Staff development opportunities will provide teachers with strategies to better address the needs of a culturally diverse student population and to maximize the academic success of at-risk students.	Assoc. Supt. of C&I	Local (see appendix) SCE	August 2009 October 2009 January 2010	Staff development agendas and minutes will reflect appropriate training sessions.
7. NCISD will continue to provide staff development in the following areas: a. CPR/First Aid Training b. Crisis alert systems, local and national c. Evacuation planning d. Crisis Prevention Institute (CPI)Team Training e. Drug Impairment Training for Educational Professionals (DITEP) f. Bullying	Superintendent Assoc. Supt. of Admin. Services Exec. Dir. of Spec. Pop. Principals	Local Spec. Ed	August 2009 October 2009 January 2010	Staff development agenda and minutes will document appropriate training.
8. Staff development will be provided in the areas of safety and accident prevention.	Assoc. Supt.of Admin Services Personnel/Employee Benefits	Funded by Edwards Risk Management	December 2009 May 2010	The number of days lost to illness and/or accidents will be reviewed.
9. Course Insite will be used to maintain accurate records of teacher staff development.	Principals	Local	May 2010	Documentation of workshops attended

District Improvement Plan 2009-2010

Goal #5 -All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: 3

PERFORMANCE OBJECTIVE #3: NCISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals.

100% of identified staff will participate in a minimum of 12 hours of high quality professional development activities during the year.

NCLB Performance Indicators: 3.1, 3.2

SUMMATIVE EVALUATION: NCISD will collect data regarding staff participation and the effectiveness of staff development activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
10. NCISD will provide professional development opportunities for ESL strategies and techniques for all teachers.	Assoc. Supt. of C&I Principals	Local Title II	August 2009 January 2010	Participant evaluation and classroom observation
11. NCISD will provide an effective and meaningful new teacher orientation to be incremented and spread throughout the school year.	Assoc. Supt. of C&I Exec. Dir. of H. R. Principals	Local Title I Title II	August 2009	Exit interviews will be reviewed to identify trends in turnover.
12. To address the percentage of students placed in special education the district will: a. Continue to provide staff development for assessment staff, teachers, and administrators regarding evaluation and identification process of students meeting eligibility criteria for special education. b. Continue to provide referral process staff.	Exec. Dir. of Spec. Pop. Lead Diagnostician Principal	Spec. Ed.	September 2009	Staff develop agendas and sign-in sheets.
13. Continue to provide staff development for administrators in the area of transition and exemptions for special population students.	Exec. Dir. of Spec. Pop.	Spec. Ed.	August 2009	Agenda for the Administrative Retreat
14. District administration will be provided the opportunity for staff development in the areas of administration and implementation of special programs.	Assoc. of Supt. of C&I	Local Spec. Ed. Title	End of each semester	Attendance certificates

District Improvement Plan 2009-2010

Goal #5 - All students will be educated by highly qualified administrators, teachers and paraprofessionals who will engage in meaningful and quality professional growth activities.

NCLB Goal: NA

PERFORMANCE OBJECTIVE #4: NCISD will increase the existing attendance rate for staff.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: The 2009 personnel summary will show a 2% increase in staff attendance.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. NCISD will evaluate the (AESOP) Automated Educational Substitute Operator program for generating substitutes.	Exec. Dir. of H. R.	AESOP Program Local	Each semester	Review data or usage Months with the highest need for subs
2. A wellness coordinator will continue to implement wellness programs for district personnel.	Assoc. Supt. of Admin Services Exec. Dir. of H. R. Wellness Coord.	Edwards Risk Management	Each semester	The number of days lost to illness and/or accidents will be reviewed. January 80% filled February 81% filled March 83% filled
3. Staff development will be provided in the areas of safety and accident prevention.	Assoc. Supt. of Admin. Services Exec. Dir. of H. R.	Edwards Risk Management	December 2009 May 2010	The number of days lost to illness and/or accidents will be reviewed. Due to: 1. Illness 2. School business a) Staff development b) Extra Curricular
4. Continue a district-level committee to review a system to reward excellent attendance.	Exec. Dir. of H. R.	Local	December 2009 May 2010	Committee recommendation
5. DATE Grant data will be reviewed to determine impact on employee attendance	Assist. Supt. Of Planning Dev.	DATE Grant	September 2010	Attendance improvement at high school and middle school.

District Improvement Plan

2009-2010

Goal #6: New Caney ISD will actively involve the parents and community members as partners in the student's education.

NCLB Goal: N/A

PERFORMANCE OBJECTIVE #1: NCISD parents are provided various options for involvement in their child's education.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Each NCISD campus will provide the level/number for parents involved in 3 major activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
1. District and campus will update parent involvement policies specific to each campus.	Exec. Dir. of Instr. & Acct.; Principals	Title I Local	Spring 2010	Updated policy in place
2. Distribute written policies which emphasize the importance of parent involvement.	Superintendent	Local	Fall 2009	Parent signature of receipt
3. NCISD will continue to offer and support parental involvement activities.	Principals	Local Title I	Monthly	Level of parental involvement each month as well as attendance records and sign-in sheets.
4. Procedures for involvement are clearly communicated to parents and used consistently.	Superintendent Principals	Local Technology	July 2009	Annual review
<ul style="list-style-type: none"> a. Student handbooks (campus) b. NCISD student code of conduct (Spanish/English) c. Elementary folders (Spanish/ English) d. District websites (campus websites) e. Campus and District planning f. Parent newsletters (district & campus) g. Student progress reports and report cards h. Secondary course selection guides i. Parent phone system j. Parent/teacher conferences k. Assisting in campus activities l. Open house and school orientation m. Student performance reports (e.g., TAKS, Early Reading Assessment, RPTE, SDAA) n. Parent communication through email o. Grading guidelines p. A TAKS Handbook for Parents q. TAKS Study Guide r. Parent Reporting of Grades (Daily updates available) s. Quarterly meetings with parents of students with disabilities 				

District Improvement Plan

2009-2010

Goal #6: New Caney ISD will actively involve the parents and community members as partners in the student's education.

NCLB Goal: N/A

PERFORMANCE OBJECTIVE #1: NCISD parents are provided various options for involvement in their child's education.

NCLB Performance Indicators: N/A

SUMMATIVE EVALUATION: Each NCISD campus will provide the level/number for parents involved in 3 major activities.

Strategy	Person Responsible	Resource	Timeline	Evaluation
<p>5. When needed, indicators of school performance are periodically published and provided on the NCISD website to parents and community members to foster communications.</p> <ul style="list-style-type: none"> a. Academic Excellence Indicator System (AEIS) <ul style="list-style-type: none"> School Report Cards b. District Plan and Campus Plan c. Board Policy d. Facilities study e. Student Handbooks f. Course Guides g. Code of Conduct (Spanish/English) 	<p>Assoc. Supt. of C&I Principals</p>	<p>Local TEA Data PEIMS Data</p>	<p>Each six weeks</p>	<p>Review website for current information.</p>
<p>6. Students and parents are provided information regarding higher education admissions, financial aid opportunities, and the Texas Grant Program. This information will be presented in course selection guides, parent meetings, and parent conferences.</p>	<p>Assoc. Supt. of C&I H. S. Principal H. S. Counselors</p>	<p>Local Texas Higher Education Coordinating Board CATE Center</p>	<p>Each semester</p>	<p>Review of transcript request, scholarship applications, Personal Graduation Plan.</p>
<p>7. Volunteerism will be encouraged and acknowledged.</p>	<p>Principals</p>	<p>Local</p>	<p>Monthly</p>	<p>Review of service hours and awards.</p>
<p>8. District procedures for volunteers will be developed.</p>	<p>Assist. Supt. of C&I</p>	<p>Local</p>	<p>August 2009</p>	<p>List of district approved volunteers.</p>