

2010-2011 Guthrie Common School District (GCSD) Improvement Plan

GCSD Site-Based Decision Making Committee Membership

Signatures attached below signify awareness of and approval of this plan by committee members.

Name	Role	Cell Phone	E-mail	Signature
Lynn Hill	Elementary Teacher	940.200.0744	lhill@guthriecsd.net	
Buffy Wilson	Elementary Teacher	214.226.2890	bwilson@guthriecsd.net	
Nancy Daniel	Secondary Teacher	806.346.2269	ndaniel@guthriecsd.net	
Kent Ballard	Secondary Teacher	806.346.7330	kballard@guthriecsd.net	
Vickie Dodson	Special Programs Professional	806.773.0516	vdodson@guthriecsd.net	
Suzy Adams	Support Staff	806.269.3068	tsadams@caprock-spur.com	
Crystal Garrison	Parent	325.201.2124	cg@6666ranch.com	
Melody Pettit	Community Representative	806.269.0814	melodyjp@caprock-spur.com	
Kevin Chisum	Teacher/Principal	806.787.1548	kchisum@guthriecsd.net	
Nelson Coulter	Superintendent/Chair	512.924.2141	ncoulter@guthriecsd.net	

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Statement of Philosophy

Guthrie CSD aspires to the holistic and optimum development of each student.

Processes and programs will be deployed with the intention of developing citizens:

- Of sound character
- Who are critical thinkers that are intellectually and academically capable
- Who communicate effectively
- Who are emotionally sound and mature
- Who are self-motivated learners
- Who are skillful socially
- Who have desirable employability skills

These areas of development will be addressed through academic, co-curricular, extracurricular, and vocational programming.

Comprehensive Needs Assessment (CNA)

During the planning process several data sets were reviewed to inform the committee’s thinking and planning. These data include: TPRI results, Terra-Nova results, TAKS results, attendance data, the district AEIS Report, student/staff surveys, retention rates, failure reports, discipline records, transfer reports, and enrollment/demographic trend data.

Analysis of Comprehensive Needs Assessment (CNA)

Upon review of the CNA, the SBDM Committee concluded the following:

Strengths of GCSD Programming	Areas in Need of Improvement in GCSD Programming
<ul style="list-style-type: none"> • All student groups have been performing well academically • Faculty/staff membership remains stable and strong • A positive and vibrant school culture is evident • Integration of technology into instruction has made steady and strong advance • GCSD students have performed well in all competitive arenas 	<ul style="list-style-type: none"> • Commended scores on TAKS need to improve • Effort to forge stronger parental partnership is needed • Fiscal stewardship will continue to be a priority • Continue to focus on needs of English Language Learners

- The faculty has generated a strong professional learning community, committed to student improvement

<p>Goal 1: Optimize Learning</p> <p><i>All Guthrie CSD students and staff will grow to their optimum intellectual and academic potential.</i></p> <p>Focus Areas:</p> <ul style="list-style-type: none"> ▪ Meet needs of diverse learners ▪ Monitor performance results ▪ Student engagement <p>Performance Measures:</p> <ul style="list-style-type: none"> ▪ Graduation rates ▪ RPTE ▪ Report cards ▪ District benchmarks and diagnostics ▪ TAKS ▪ ACT/PLAN/EXPLORE/SAT/PSAT <p>Strategies:</p> <ul style="list-style-type: none"> ▪ Raise the level of academic rigor in all disciplines ▪ Increase ESOL services in inclusive setting ▪ Implement of effective interventions for struggling students (NCLB) 	<p>Goal 2: Safe & Nurturing Learning Environment</p> <p><i>GCSD will provide a learning environment that is physically and emotionally safe and that supports students with caring, nurturing professionals.</i></p> <p>Focus Areas:</p> <ul style="list-style-type: none"> ▪ Improve communications between school and home <p>Performance Measures:</p> <ul style="list-style-type: none"> ▪ Staff and community surveys <p>Strategies:</p> <ul style="list-style-type: none"> ▪ Intensify use of technology in school-home communications ▪ txConnect 	<p>Goal 3: Exemplary Stewardship</p> <p><i>GCSD will exercise operational practices that are efficient and effective, making best use of the resources provided by stakeholders.</i></p> <p>Focus Areas:</p> <ul style="list-style-type: none"> ▪ Deploy continuous improvement processes ▪ Build leadership capacity <p>Performance Measures:</p> <ul style="list-style-type: none"> ▪ Internal and external customer satisfaction surveys and feedback portals <p>Strategies:</p> <ul style="list-style-type: none"> ▪ Model practices/strategies to build a professional learning community
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Goal 1: Optimize Learning

	Process Management – Specific Action Steps and Time Lines for Each Change Strategy	Start - Finish Dates	Responsibility	Resources Costs/Services
1	Enhance writing instruction to elementary students by designating dedicated time to that process four days weekly.	August, 2010 – May, 2011	Elementary Faculty	Time
2	Expand dissemination of personal laptops to all students in grades 6-12, and at a 1:2 ratio in PreK-5.	August, 2010 – October, 2011	Technology Director	Grant monies; ARRA funds; Budget monies
3	Administer Benchmarks to ensure appropriate scope, sequence, and cognitive levels of instruction and assessment in each 3-11 grade classroom.	December, 2011	Principals; Leadership Team; Faculty	Time; Staff development
4	Engage in observations of instructional practices (“learning walks”) in neighboring districts by instructional staff.	January, 2011 – March, 2011	Faculty; Administrators	Time; Substitutes
5	Develop and administer staff development focused on engaged and rigorous learning models.	August, 2010 – May, 2011	Principals, Teacher Support Team	Time; Collective intelligence; Staff development
6	Deploy an Embedded Staff Development model by which teachers observe, dialogue, and collaborate with other teachers toward raising the level of instructional best practices.	August, 2010 – May, 2011	Administrators; Faculty	Time; Staff development
7	Provide and support advanced courses for high school students via online and ITV delivery.	August, 2010 – May, 2011	Counselor; Administrators	Time; Facilities
8	Enhance higher order thinking in students through deployment of multi-media projects that are integrated with core subject area.	August, 2010 – May, 2011	Faculty	Hardware; Software
9	Provide inclusion-type support to English Language Learner (ELL) students for increased individualized assistance in English acquisition and learning acceleration in core areas.	August, 2011	Principal; ELL Faculty & Instructional Staff	Time; Staff development

10	Provide campus-wide instructional strategies training specific to addressing the needs of ELL students.	October, 2010 – May, 2011	Administrators; ELL Faculty	Time; Staff development
11	Continue to use Accelerated Reader as an enhancement to the regular instructional program.	August, 2010 – May, 2011	Elementary Faculty	Time
12	Enrollment in PSAT for all 10 th and 11 th graders to provide college readiness assessment.	October, 2010	Counselor	Budget monies
13	Provide targeted counseling and intensive academic support for At-Risk students. Specifically, additional tutoring during the instructional day will be provided.	August, 2010 – May, 2011	Counselor	State compensatory education funds
14	Deploy transition services to aid high school students in preparation for higher education.	August, 2010 – May, 2011	Counselor	Time
15	Develop and implement a dyslexia program to identify and serve dyslexic students at appropriate age levels.	August, 2010 – May, 2011	Dyslexia Faculty	Staff development
16	Provide professional development for differentiation and for meeting needs of special learners such as those in special education, ELL, dyslexic, At-Risk, G/T, and 504 programs.	August, 2010 – May, 2011	Administrators; Faculty	Time; ARRA funds; Staff development
17	Develop and implement a long-term plan for technology integration.	August, 2010 – May, 2011	Faculty; Administrators	Time
18	Provide professional development directed at seamlessly enhancing the integration of technology into the regular instructional format.	August, 2010 – May, 2011	Administrators; Technology Director	Staff development
19	Support students who are parents with reimbursement for some costs of daycare to ensure progress toward graduation.	August, 2010 – May, 2011	Board	State compensatory education funds
20	Deploy high-yield instructional strategies at all grade levels to ensure 100% passage of TAKS.	August, 2010 – May, 2011	Faculty	Time; Instructional materials; Staff development
21	Deploy high-yield instructional strategies at all grade levels to attain 50% threshold of Commended Performance on TAKS.	August, 2010 – May, 2011	Faculty	Time
22	Develop and deploy a benchmarking or diagnostic assessment in core areas for students moving into or transferring to the district.	June -August 2011	Principal, Counselor, Selected Faculty.	Time for research and development.
23	Administer Terra-Nova to students in grades K-2 as achievement tests for diagnostics.	Fall 2011	Counselor	Purchase costs
24	Administer the EXPLORE (8 th graders) and PLAN (10 th	Fall 2011	Counselor	Purchase costs (shared

graders) exams to students for predictive and diagnostic use.

by state)

Goal 2: Safe & Nurturing Learning Environment

	Process Management – Specific Action Steps and Time Lines for Each Change Strategy	Start - Finish Dates	Responsibility	Resources Costs/Services
1	Improve communications with parents by opening the parental view portal (txConnect) to allow for monitoring of grades and attendance.	August, 2010 – May, 2011	Administrators; Faculty	Technology support
2	Establish a unified campus calendar and place it on the campus web site for improved school-to-home communications.	August, 2010	Administrators; Faculty	Time; Web space
3	Encourage and fund individual teacher web sites, linked to the campus web site, to promote better and timely communications between home and school.	August, 2010 – May, 2011	Administrators	Time; Server space
4	Meet as principals and counselors regularly to review student performance data and plan for intervention for struggling students.	August, 2010 – May, 2011	Principal; Counselor	Time
5	Engage secondary students in on-site experiences at college campuses to ease the transition from high school to higher education.	January, 2010 – May, 2011	Counselor; Principal	Time; Transportation
6	Provide students with instruction/information addressing student health needs i.e. HIV/AIDS, teen pregnancy, drugs, alcohol.	August, 2010 – May, 2011	Nurse	Time
7	Engage students in meaningful Internet safety training, embedded in the regular instructional formatting.	September, 2010 – May, 2011	Technology Director	Time; Staff development
8	Review and revise discipline management plan, as embedded in the Code of Conduct and communicated through the Student Handbook.	April, 2010 – June, 2011	Principal; Site-Based Decision Making Committee	Time
9	Provide free breakfast and lunch to all students on instructional days.	August, 2010 – May, 2011	Board	Budget monies; Federal school lunch monies
10	Develop and communicate a policy regarding sexual abuse of children.	August, 2010	Administrators	Time
11	Initiate a “Meet the Teacher Night” event to strengthen the partnership between parents and the school.	September, 2011	Administrators	Time
12	To aid 7 th graders making good decisions, building self-	September, 2010	Counselor; Faculty	Time

esteem, peer pressures, etc., they will participate in All-Stars through Mange Care Center for Addictions and Other Disorders.

– March, 2011

Goal 3: Good Stewardship

	Process Management – Specific Action Steps and Time Lines for Each Change Strategy	Start - Finish Dates	Responsibility	Resources Costs/Services
1	Conduct comprehensive needs assessment to discern levels of operational efficiency and opportunities for improvement.	April – May, 2010	Site-Based Decision Making Committee; Faculty	Time
2	Provide more frequent classroom walkthroughs and feedback from instructional leaders.	August, 2010 – May, 2011	Administrators	Time
3	Engage in monthly budget monitoring as a business team to provide tighter process controls.	August, 2010 – May, 2011	Superintendent; Business Manager	Time; Technology support
4	Rewrite Gifted/Talented Plan.	June, 2011	Principal; Counselor	Time
5	Rewrite Grading Policy to bring into alignment with new statutes.	July, 2010	Board; Administrators; Counselor; Faculty	Time
6	Enhance technology infrastructure to affect campus-wide wireless accessibility and Internet filtering.	August, 2010 – May, 2011	Board; Administrators; Technology Director	Time; ARRA funds; Contracted services
7	Engage in purpose and frequent processes of continuous improvement in order to optimize efficiency and effectiveness.	August, 2010 – May, 2011	Board; Administration; Faculty; Staff	Time