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# Teague High School

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Campus Plan

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2009-2010

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# TEAGUE HIGH SCHOOL IMPROVEMENT PLAN

2009-2010

"Educating Students To Become Responsible, Productive Citizens" approved

**FACILITATING GOAL:** Annually convene the Campus Site Based Decision Making (C-SBDM) Committee

**Objective:** The Principal shall regularly consult the campus-level committee in planning, operation, supervision and evaluating the high school campus educational program to ensure that 100% of THS students have an excellent opportunity to learn.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Review goals to ensure alignment with AEIS indicators and other appropriate measures of performance that are disaggregated by all student groups served by the campus including categories of ethnicity, socioeconomic status, sex and populations served by special programs including students in special education programs for improving student performance	AEIS report PEIMS data TISD longitudinal study AEIS-IT data Staff Development Calendar Testing Calendar Teacher Surveys Parent Surveys Special Programs Reports	AEIS-IT Data  Teacher Surveys Progress Reports Report Cards Benchmark Testing TPRI report Discipline Reports	September 2009-May 2010	Campus Administrators Counselors Classroom Teachers	AEIS District Report Card TAKS testing reports Annual Attendance Reports PEIMS reports End of course data Annual special programs reports
	The C-SBDM will provide assistance to the principal in the development, evaluation and annual revision of the campus improvement plan.	AEIS report/PEIMS data, Special Programs Reports, TISD longitudinal study, EIS-IT data, Staff Development Calendar Testing Calendar	AEIS-IT Data Teacher Surveys Progress Reports Report Cards Benchmark Testing TPRI report Discipline Reports	NLT Oct. 2009	C-SBDM committee	Campus Improvement plan presented to the Board of Trustees, approved and documented in Board minutes.
	The C-SBDM will provide comments on campus-level waivers (if any) that are submitted to the Board of Trustees for approval prior to consideration by the Commissioner.	Title I Waiver (if any)	Waiver approval by TEA		Principal	Approved waivers (if any) on file

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	The C-SBDM will hold at least one public meeting per year. This meeting will be held after receipt of the annual district performance report from the agency for the purpose of discussing the performance of the campus and district performance objectives.	Teague Chronicle (newspaper) article AEIS Report	C-SBDM committee reports	No later than the spring semester 2010	C-SBDM chair	C-SBDM minutes. Signed visitor logs
	The C-SBDM will provide assistance in reviewing and updating the student code of conduct for the district.	Student Code of Conduct handbook	Committee reports on review of handbook	Spring semester 2010	C-SBDM chair	C-SBDM minutes will record committee reports on revision and updates. Board minutes document C-SBDM suggestions on revision of Student Code of Conduct
	The C-SBDM will provide assistance with the 2009-2010 district staff development calendar.	Calendar Region 12 staff dev. catalogue	Staff surveys on staff development	August 2009	Assistant Superintendent	C-SBDM minutes record committee reports on suggestions for staff development. Staff development calendar on file.
	Every two years the C-SBDM will evaluate the effectiveness of the district's decision making and planning policies.	Evaluation Forms	Teacher/parent surveys	Every two years in the spring semester	C-SBDM committee	Evaluations will be kept on file.
	Provide training to new members.	Region 12 staff development catalogue	C-SBDM member survey of training needs	August 2009-May 2010	C-SBDM committee	Training certificates on file.

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**DISTRICT GOAL 1: By the end of the 2009-2010 school year, all schools in the Teague ISD will achieve & maintain at least recognized status.**

**Performance Objective 1: A climate of high expectations will exist with a support system where Teague High School will work towards achieving "Recognized" status as a result of improving our district and state assessments scores including the percentage of commended scores.**

STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
Disaggregate/Analyze TAKS data	TAKS, SDAA, TPRI, Benchmark tests	2005, 2006, 2007, 2008 & 2009 TAKS data & other Benchmark tests	December 2009 March 2010 May 2010	Assistant Superintendent Counselor Campus Principal	Campus performance reports and AEIS report
Develop instructional timelines and assessment calendars	TAKS data Benchmark data	C&I staff review	November 2008	Assistant Superintendent, Principal, campus staff	Comprehensive Needs Assessment AEIS Report
Teach the TEKS	Instructional Materials, TEKS, Staff time, Oncourse, CScope	Lesson Plans PDAS teacher appraisals, classroom observations	Weekly August 2009- May 2010	Principal Classroom teachers and instructional staff	Review and analyze all test data
Provide individualized student instruction	Tutorials After school programs Staff Time AEIS-IT	Review and analyze student profiles based on AEIS-IT and Benchmark tests	Weekly August 2009- May 2010	Principal Counselor Classroom teachers and staff	Review and analyze all data
Attend Staff Development training on TAKS/TEKS	Region 12 ESC Local funds Title I	Region 12 ESC records Staff Development Certificates and attendance sheets	August 2009 through July 2010	Assistant Superintendent C&I Staff Principals	2009 TAKS results
Disseminate the TAKS/TEKS information to campus staffs	Staff Time Training information	Staff Training Schedule/Log Sheets	Aug. 2008 through May 2009	C& I Dept., Assistant Superintendent Campus Principal Counselors	2006, 2007, & 2008 TAKS results

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Establish a grade level sequence and vertical alignment of TEKS in Reading/Language Arts, Math, Science, and Social Studies	Local Funds Examples of other Benchmarks and Assessments, CScope	Schedule of Curriculum and Departmental Meetings	May 2010	Assistant Superintendent  Principal	Curriculum documents aligned with TEKS/TAKS
	Maintain a Credit Recovery Lab. Read Right Program Odysseyware	SCE Funds Local Funds	Attendance lists Grade Completions	October & May 2010	SCE funded teachers Principal Counselor	Transcripts
	Conduct a summer program for SCE identified students  Computer assisted instruction for SCE summer school	SCE funds  SCE Funds	Schedule of classes List of SCE students enrolled  Computers with stands & printers; special software	Summer 2010	Assistant Superintendent Campus Principal Teachers	Retention rate vs. Advancement rate; Attendance logs; Benchmark testing results comparisons
	TAKS Breakfast Club for senior students who have not passed the TAKS	SCE funds	List of SCE students served	October 2010	Campus Principal SCE Teachers	Attendance reports; benchmark testing results comparison.
	Allow core teachers to review TAKS data and test taking tips day before the test.	SCE funds	List of SCE students served.	August 2009- May 2010	Campus principal	Failure rates in core area classes.
	Investigate the acquisition of software for LEP/ESL student use	Software salesman Teacher time	Software demos	Aug 2009 May 2010	ESL Teachers	Recommendation for purchase of software
	Special Education teachers will utilize released TAKS & TPRI test data as a means of monitoring student progress	Class reports Benchmark data Teacher time	Review IEP goals and objectives every 6 weeks Mail IEP reports to parents (if appropriate)	Aug. 2009 May 2010	Sp. Ed Teacher	IEP goals and objective will be reviewed at annual ARD and included in documentation

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Special Education teachers will develop classroom activities to ensure implementation of TEKS/TAKS	TEKS TAKS information Teacher time	Lesson plans and Classroom assessments	Aug. 2009 May 2010	Sp. Ed Teachers Principals	IEP goals and objective will be reviewed at annual ARD and included in documentation
	Regularly monitor IEP to determine progress toward mastery of identified objectives	IEP Teacher time Modification folders	Progress on IEP goals and objectives reviewed each 6 weeks and send progress reports every 3 weeks	Aug. 2009 May 2010	Sp. Ed teachers Principals	Review IEP goals at annual ARD meeting and included in documentation
	Continue the use of mobile, wireless laptop labs to provide classroom access to student computers	Grant funds (if available) and/or local funds	Wireless lab to check out form-- Tech. Dept.	Aug. 2009 May 2010	Tech. Dept.	Evaluate sign out sheets in tech. lab to determine frequency of classroom use
	Evaluate software applications that will support curriculum on all campuses	Evaluation of software	Evaluate using a form provided by the district	Aug. 2009 May 2010	Assistant Superintendent Principal Campus Technology	Appropriate software is recommended for purchase
	Continue Career and Technology courses that provide work opportunities for students	Tech Prep Local & Career Tech funds	Monitor progress on exams	Aug. 2009 May 2010	High School Teachers assigned	Evaluate courses offered for number of students taking them
	Continue Career and Technology courses that provide opportunities for students to obtain college credit	Curriculum College representatives	Monitor articulation development	Aug. 2009 May 2010	Assistant Superintendent THS Principal Assigned Teachers	Evaluate number of articulated courses each year

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## Performance Objective 2: A Comprehensive Staff Development Plan will be implemented at Teague High School

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Special Education teachers will be trained on the interpretation of TAKS	ESC 12 Consultants BiCounty Cooperative Personnel	Teachers will be able to align TEKS with IEP goals and objectives	Aug. 2009 May 2010	Principal Sp. Ed teachers	Sp. Ed teachers will help students to meet district standards of performance
	Special Education teachers will be trained to develop classroom activities to ensure implementation of TEKS	Consultants Funds	Teachers will implement appropriate classroom activities	Aug. 2009 May 2010	Principal Sp. Ed. teachers	Sp. Ed teachers will help students to meet district standards of performance
	Offer training on intervention strategies for regular education teachers that serve special populations	BiCounty Special Ed. Cooperative ESC 12 personnel Consultants Seminars/workshops	Students in inclusion classes will demonstrate satisfactory progress	Aug. 2009– May 2010	Teachers Principal	Increased participation of Sp. Ed students in inclusion classrooms and programs
	Specialized staff development for extra duty SCE teachers/SCE summer school teachers	SCE funds	Students in SCE tutorials & summer school will demonstrate satisfactory progress	Aug. 2009– May 2010	Teachers Principal	Students in SCE tutorials & summer schools will achieve better benchmark test scores.
	Training will be provided for counselors in negotiation, mediation, conflict resolution and student self-esteem enhancement (self-confidence)	Local Funds ESC Region 12	Agenda Sign-in logs	Aug. 2009 May 2010	Campus Counselor Principal	Use of materials Evaluations completed & documented
	Create and train Crisis Response and CPI Teams for each campus	ESC Region 12 Staff District Crisis Management Team	Sign-in logs	Training completed by October 2009	Principal and Campus CPI Teams	Campus & District Management Plans
	Provide staff development for support staff to increase technology proficiencies	Local Funds Local presenter/consultants Computers	Training schedules Sign-in logs	Aug. 2009 May 2010 on-going	Campus Principal Tech staff	Successful use of technology and evaluation

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**Performance Objective 3:** Special Education services will continue to be provided and supported to ensure improved success on the state and local assessments.

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Continue using inclusion model (Sp.Ed & ESL) where appropriate	Special Education Teachers Diagnosticians	Increase instructional and program areas where inclusion opportunities can be offered to special education students	August 2009-May 2010	Principals Special Ed. Teachers Classroom Teachers	The ratio of special education students in least restrictive environments will increase to meet the state standard.
	Collaborate with regular education teachers, monitor the goals and objectives on the IEP's to insure student achievement	Special Education Teachers Diagnosticians	Informal conferences are conducted within each six weeks to discuss and monitor student progress	August 2009-May 2010	Special Education Teachers Classroom Teachers	The ratio of special education students in least restrictive environments will increase to meet the state standard.
	Train all regular education teachers about special education processes	Special Education Teachers Classroom Teacher time	Faculty will review the referral process	August 2009-May 2010	Principal Assistant Superintendent	There will be an increased knowledge of the special education process and meeting mandated timelines.
	Train campus personnel regarding modifications for special education students in the mainstream classroom	BiCounty Sp.Ed. Cooperative personnel	Progress reports will show increased student achievement	August 2009-May 2010	Diagnostician Classroom Teachers Special Ed. Teachers	The ratio of special education students in least restrictive environments will increase to meet the state standard.
	The district will provide opportunities for all new staff to have CAP training	BiCounty Sp.Ed. Cooperative personnel Campus Special Ed. Teachers	Documentation to support the activities.	October 2009	Diagnostician Principal	There will be an increased knowledge of the special education process, which would lead to more appropriate referrals.

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**Performance Objective 4: Teague High School will continue to improve the student attendance rate for the 2009-2010 school year that will maintain the state "recognized" standard.**

STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
Campus faculty will develop and implement attendance activities that will focus on students with perfect as well as greatly improved attendance	Campus PEIMS attendance clerks Campus specific attendance incentives	Daily attendance reports Campus attendance plan	By November 1, 2009	Campus, Administrators, ATTACK Squad leaders	6 week attendance reports  Annual attendance reports
Enforce mandatory attendance laws <ul style="list-style-type: none"> <li>• Send attendance letters to parents</li> <li>• Allow students to make-up time for excessive absences</li> <li>• Filing attendance complaints with appropriate judge</li> <li>• Local attendance committees will decide if to allow credit in cases of excessive absences</li> </ul>	PEIMS attendance data Attendance letters Campus Handbooks	Students attendances checked monthly  Home/School Communications	August 2009-May 2010 (attendance stats pulled monthly)	Campus Administrators  Campus Attendance Committees	Improved attendance documented on monthly and annual student profiles

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**Performance Objective 5: All Teague High School students and sub-populations will have an annual dropout rate that will work towards obtaining and maintaining the state "recognized" standard.**

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Strengthen parental support and involvement by seeking home/school connections	Campus newsletters/notes	Telephone logs Campus visitor logs	August 2009- May 2010	Campus Administrators Counselor Teachers	Parent Involvement sign-in sheets Annual Parent Involvement Evaluation
	Provide intervention services to insure that students stay in school	Counselor	Counselor logs documenting numbers of students worked with	August 2009- May 2010	Campus Administrators Counselor	Annual drop-out rate report
	Continue exemption programs	Teachers Counselor	Number of exemptions	December and May	Administrators Counselor	Attendance Rates
	Provide counseling for students with attendance problems	Counselor	Counselor's logs	August 2009- May 2010	Campus counselor	Annual dropout rate report
	Offer the following graduation tracks: Minimum Recommended Distinguished	Course Description Packet Graduation Track packet	Student grades on progress / report cards Credit reports	August 2009- May 2010	HS Campus Administrators  HS Counselor/staff	Annual student transcripts Graduation tracks on file at Central Office and High School
	Contact parent/guardian of students who fail 1 or more subjects during a grading period	Counselor Grade Alert List	Student grades on progress/report cards Credit reports	August 2009- May 2010	HS administrators HS Counselors HS classroom teachers	Student transcripts Report Cards every 6 weeks

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**Performance Objective 6: Grade level and campus transitions services will support Teague High School in working towards achieving 80% or recognized status in 2009-2010**

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Provide information to parents and students regarding transitioning from one campus to another as well as one grade to another	Transitions packets	Parent letters, Brochures, Orientation Schedules	Spring 2009	Counselors Classroom Teachers Principal	Informational documents developed and distributed
	Provide information to students and parents in regards to academic choices, including choice sheets and four year plans, in a timely manner	Course description and Graduation track packets	Parent/student feedback	Spring semester 2009	Counselor	Meeting Agendas Sign-in sheets Parent responses
	Utilize the THS counselor to target student needs	Counselor	Counselor logs documenting numbers of students served	August 2009- May 2010	Counselors	Annual counselors logs
	Review (revises as necessary) academic handbooks and course offerings annually	Course Packets Student Handbooks	Campus SBDM committee minutes	March 2009	Campus Administrators SBDM committee	Signed parent receipts Board minutes- approval of revised documents Signed student course registration on file.
	THS will host open house, meet the teacher nights, financial aid night, and freshman orientation.	Title I & Local funds Campus specific activity calendars	Title I, spring/fall reports	NLT May 2010 Other parent involvement	Campus Administrators Title I campus coordinators	Annual parent involvement summary reports
	Provide opportunities for parents and students to learn about higher education admissions and financial aid	THS counselor	Class visits Financial Aid night at THS	October 2009	THS counselor	Sign-in sheets of parents/students attending
	Counsel students with appropriate skills and attributes to pursue advanced courses. Advise 9 <sup>th</sup> , 10 <sup>th</sup> , 11 <sup>th</sup> , 12 <sup>th</sup> graders on advanced course selections	Course description books  Graduation requirements for each level	Enrollment in courses Creation of master schedule	Apr. 2009	Campus Counselors Teachers Campus Principal	Enrollment and completion of advanced courses  Printed schedule of courses for each student

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Identify and serve at least 5% of students at each campus in Gifted and Talented courses	G/T testing matrix G/T Funds G/T training Curriculum differentiation	Number enrolled in G/T program including sub-populations	Aug. 2009 May 2010	G/T coordinator on each campus G/T teachers Campus Principal	Success in serving 5% of students Evaluations by G/T students and parents

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**DISTRICT GOAL 2:** Establish a school climate conducive to students reaching their greatest potential

**Performance Objective 1:** Teague High School will provide procedures to maintain a safe campus

STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
Create a Crisis Management Team for the purpose of developing procedures for crisis intervention at the campus or district level	Campus Counselor Teague Police Dept. Central Office Staff Student Crime Stoppers Crisis Mgt. representatives from each campus Title IV Funds Region 12 ESC	Planning Meeting Agenda Sign-in sheets Planning Meeting Agenda	Jan. 2008 Aug. 2008	Campus Principal Campus Counselor C & I staff	Implementation of the plan Completed plan Training certificates
Devise and implement security procedures for campus visitors	Campus Principal Campus Staff Campus Custodians	Campus sign-in logs	Aug. 2009	Campus Principal Campus Asst. Principal	Campus reports
Drug intervention counseling will be available for individual situations at all TISD campuses	Campus Administration Campus Counselor	Counselor logs	Aug. 2009- May 2010	Counselor	Drug Free Schools evaluation
Campus Counselor will work to provide a re-entry plan for students returning to their campus after AEP placement	Campus Counselor Campus Principal	DAEP records Log of students returning from DAEP placement	Aug. 2009 May 2010	Campus Counselor	Drug Free Schools evaluation
Provide an Alternative School Placement program for students in need of services	Continue membership in the Freestone County Alternative Education Program SCE funds not to exceed 18% of state allocation	AEP records of student services rendered	August 2009 – May 2010	Superintendent Principal	Discipline Records

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	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Review, implement, and make parents aware of Campus Discipline Plans	C-SBDM Resource Guide for Campus Planning Campus Administrator TEA Board of Trustees	Board Minutes Log for meeting of Campus SBDM Parent acknowledgement forms for receipt of plans	Aug. 2009 May 2010	Campus Principals	Completed plan approval by TISD Board of Trustees

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**DISTRICT GOAL 3: Employ highly qualified personnel representative of all community cultures.**

**Performance Objective 1: The most professional staff possible will be employed and retained; and the professional/paraprofessional staff will appropriately represent ethnic minorities.**

	STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
	Utilize the District web page to provide up to date information about job vacancies	District Website ESC 12 Website	Job vacancies are posted	Aug. 2009-2010	Technology Dept. Superintendent	Job vacancies are posted as they occur and are removed when the position is filled
	Continue to prioritize the selection of fully certified and experienced teachers for all vacancies to meet Title 1-A requirements.	Competitive salary schedule	Evaluate new personnel to document certification status	On-going	Principal Assistant Superintendent	Annual report regarding certification status of new teachers
	Continue Homegrown Recruitment Program	Local Policy Budget Amendment	Policy Application	On-going	Superintendent Board of Trustees	Number of Homegrown participants
	Continue to focus efforts on the recruitment of minority teachers, paraprofessionals and administrators	Budget allocation for recruitment efforts & staff time committed to recruitment	Recruitment Schedule & Documentation of recruitment participants	Ongoing	Administrative personnel  Superintendent	Documentation of recruitment efforts and results
	Prepare recruitment materials to promote District employment	District website  Brochures	Development of materials for recruitment	Ongoing	Tech. staff Counselor Administrators	Recruitment results
	Contact colleges and universities that have a concentration of ethnic minority population for recruitment of personnel	Job Fairs	Application file Job Résumé's Interviews	Ongoing	Superintendent	Personnel hired Central Office personnel files
	Consider ways to improve retention of teachers including salaries, insurance, benefits, mentoring and supportive assistance in regard to certification completion for professionals on permits	Principals Administrative staff	C-SBDM evaluation	Ongoing	Superintendent Assistant Superintendent Principal	Improved retention rate

# TEAGUE INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

**2009-2010**

**"Educating Students To Become Responsible, Productive Citizens"**

**DISTRICT GOAL 4:** Communication and cooperation between the school, community, and parents will increase at all TISD campuses to improve the progress made by students.

**Performance Objective 1:** By the end of the 2009-2010 school year, parent involvement will increase at Teague High School.

STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
Encourage parents to attend school sponsored activities	Back to School Night Book Fairs School Programs Holiday Programs PTA Meetings Sports Booster Club Band Booster Club Report Card Night "Meet the Teachers" Class Suppers Talent Shows Dinner Theatre Athletic Games	Sign-in logs Parent Surveys	Aug. 2009- May 2010	Campus Principal Campus staff Officers of clubs Community volunteers	End of Year Title I Evaluation  Evaluation of Parent Survey

**Performance Objective 2:** Parent, business, community participation on SBDM Committees will increase.

STRATEGIES/ACTIVITIES	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE(S)	PERSON RESPONSIBLE	SUMMATIVE EVALUATIONS
Provide information to all members with time and place of meetings	WEB home-page Teague Chronicle Television Campus Newsletters	C-SBDM agendas/minutes	August 2008- May 2009 Quarterly SBDM meetings	C-SBDM chair D-SBDM chair	Minutes of SBDM meetings on web and posted on every campus