

VALLEY MILLS ISD

District Improvement Plan

2011-2012

District Goal #1: Improve District academic performance & student success through engagement as measured by STAAR/EOC and TAKS scores within the exemplary range.

Summative Results: TAKS results

Objective 1.1: Strategies will be developed to ensure the increase of academic performance in all areas.

Strategies/Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation & Results
<p>Teachers throughout the District will create lessons that address state assessment objectives, college readiness, and life skills in order to prepare students to further their education, to be successful in the workplace and to become productive citizens. Lessons are aligned to meet state TEKS, and state assessments (TAKS, STAAR, EOC, TELPAS, etc.)</p>	<p>Teacher/Principals</p>	<p>Student progress is tracked using last year's TAKS scores, AYP, PBMAS, course grades and scores of current benchmarks. Eduphoria Aware will be utilized as well to create assessments. CSCOPE provides teachers supplementary lesson materials aligned with TEKS.</p>	<p>Teacher Salaries</p>	<p>Daily</p>	<p>Student scores are evaluated by subject, by benchmark test scores, and by STAAR/EOC and TAKS test scores in order to maintain and/or improve scores for AEIS, AYP, and PBMAS reports. Once STAAR and EOC testing is administered and cut scores are announced, these scores will also be used for student progress and evaluation. Eduphoria Aware program will track student grades and performance.</p>

<p>Using class grades, benchmark scores, last year's AEIS results along with AYP and PBMAS results, teachers will identify students who need acceleration to improve grades on class assignments and state assessments. Teachers will address individual student improvement issues through intervention classes, tutoring and Response to Intervention techniques.</p>	<p>Teachers/Principals</p>		<p>District Stimulus Funds Title I</p>	<p>Daily Progress Reports every 3 weeks Report Cards every 6 weeks.</p>	<p>Student scores on daily grades, tests, benchmark assessments, and state assessments will identify students who need assistance to improve STAAR/EOC and TAKS scores for each subject by 2 points. PBMAS and AYP reports will be used to identify student improvement. Eduphoria's Aware program will be implemented to disaggregate data and track student performance.</p>
<p>Staff development and in-service training occurs in August and throughout the year with AYP and PBMAS reports guiding training in the areas of Special Ed student needs and the needs of other special populations.</p>	<p>Administrators and Teachers</p>	<p>Region 12 ESC Training resources Teachers CSCOPE Internet Resources Study Island (License fee required) Odysseyware (License fee required) Texas Virtual School Network (fee required) Textbooks Eduphoria Aware</p>	<p>District Funds (199) Stimulus Title II, Part A</p>	<p>2011-2012</p>	<p>Student scores for Grades K-12 will improve in tested subject areas, and will include class grades, benchmark scores, and state assessment scores by 1 point or more per subject tested per student.</p>

<p>Tutoring for state assessment improvement will occur at all campuses throughout the year, and will include summer school opportunities for students. Summer school courses will be provided for credit recovery, tutoring for state assessment re-tests, and advanced credit. Summer school will also provide an opportunity for students to take courses that will advance them to the next grade level and provide space for more electives once they enter high school.</p>	<p>Teachers/Principals</p>	<p>Student Interest Surveys, Career Scope Assessment, Achieve Texas Program College Board exams Teachers Local Colleges/Universities</p>	<p>Title I REAP Funds Local Funds Instructional Materials Allotment</p>	<p>Summer '12</p>	<p>This will allow for students to pass state assessments, and advance their progress with the curriculum and graduation requirements, providing the opportunity to take more electives thus leading to greater success for college readiness.</p>
<p>Secondary students complete interest surveys to determine course offerings for the 2011-2012 year and will be encouraged to take PSAT, THEA, SAT/NMSQT, and ACT exams for college readiness.</p>	<p>Principal/High School Counselor</p>	<p>Texas Education Agency, College Board</p>	<p>Region 12 ESC CTE Co-op</p>	<p>Spring '12</p>	<p>Classes offered that align with student interest and career goals will promote a focus for students to earn higher grades and to become focused on college readiness once the student has chosen a career pathway. PSAT, SAT/NMSQT, ACT, and THEA scores are important for college entrance.</p>

8 th Graders will take the ReadStep State Assessment, while 10 th graders will take the PSAT . The PSAT is sponsored by TEA and is free for 2011-2012.	Principal Counselor Asst. Supt.	NCLB	Testing is Free for PSAT. Local Funds	Fall 2011	VM ISD students will meet the state and national averages regarding the test results.
Hire teachers who meet Highly Qualified criteria is a priority.	Principals Assistant Superintendent Superintendent	Agreements with MCC, TSTC, Paris Junior college, Northeast Texas Community College, Texarkana College	Free Stipends allowed for Math, Science, Spanish Masters Degree	Ongoing	Teachers who meet Highly Qualified status will provide knowledge and experience based on teaching certification requirements, and will provide quality classroom instruction, which will lead to higher TAKS scores. Teaching Certificates and official transcripts have been updated for each teacher's and paraprofessional's file. Meet NCLB requirement.
High school students will continue to enroll in dual credit courses and articulated courses with MCC, TSTC, Paris Junior College, and Northeast Texas Community College, and Texarkana College	Principals, CTE teachers, Asst. Supt.	Administrators Training Employee Handbook Emergency Procedures Student Handbook	Agreements are free. Student pays for dual credit tuition and books if required by college or university	Ongoing	An increase in the number of students completing these courses for dual credit, graduation plans, and personal interest.

<p>Continue the interview process and training for substitute teachers for the District. Subs must be fingerprinted with a clear background check, sign a letter of Reasonable Assurance, and provide a copy of their high school/college transcript.</p>	<p>Assistant Superintendent</p>	<p>Parts, supplies, technological upgrades and assistance with technology equipment, software program and teaching strategies Destiny Software NutriKids Software CSCOPE Project Share Eduphoria Study Island, TestNav</p>	<p>Salary Printing Costs</p>	<p>Ongoing</p>	<p>Substitutes selected receive training on instruction, classroom procedures, safety procedures, and employee policies before being placed on the official substitute list. This training places subs in the classroom with training and high expectations of job performance.</p>
<p>Computer software and other technology updates have been added to the libraries and cafeteria as well as integrating programs via the internet such as Project Share, CSCOPE, and Eduphoria. Training and assistance is provided to teachers, administrators and staff. TestNav software is necessary for online state assessments. (TPRI, TELPAS, EOC, etc.)</p>	<p>Technology Director Instructional Technologist</p>	<p>Computers, software, internet access</p>	<p>Technology Budget REAP Instructional Materials Allotment</p>	<p>Ongoing</p>	<p>Both the District Technology Director and the District Instructional Technologist integrate these programs, conduct training, and assistance so that teachers, staff, and students can utilize programs needed throughout the year.</p>

<p>Library software allows students to link to the VM Public Library and the libraries of local college campuses. School libraries also allow community members to use the school district computers as a community resource.</p>	<p>District Technology Director District Librarian Principals</p>	<p>Small Class Sizes Competitive Salary and Benefits Positive Work Environment with Collaborative Teams per campus Positive Leadership</p>	<p>Internet access fees</p>	<p>Ongoing</p>	<p>Valley Mills ISD helps to meet the community needs regarding research, furthering education, and employment searches.</p>
<p>District-wide Teacher Retention is an ongoing initiative to maintain highly qualified staff and to promote consistency regarding curriculum.</p>	<p>Principals Superintendent Assistant Superintendent Athletic Director</p>		<p>Salaries Benefits Program Materials and Supplies</p>	<p>Ongoing</p>	<p>Minimize teacher turnover each year.</p>

Objective 1.2: Reduce students served through special programs.					
Strategies/Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation & Results
504 services will continue to be provided on a short-term academic basis in order to meet the needs of at-risk students. Students who no longer need 504 will be dismissed with other classroom support strategies used. (Dyslexia)	Principals 504 Committee Members Counselor Teachers	Special Education personnel and regular classroom teachers	State Comp Ed/Title I	Ongoing	As students receiving 504 services pass state assessments and are successful in the classroom, there will be a reduction of students in the 504 program (District goal: 4-10 students to be dismissed from 504.)
PBMAS results indicate more strategies be utilized to decrease Sp. Ed. percentages to 8% and to improve the least restrictive environments for all students served by the Special Ed program District-wide. Students will take appropriate state assessments. Continue good communication with parents. Improve AEIS, AYP, and PBMAS scores. Align each campus with the PBMAS Campus Improvement Plans.	Principals ARD Committee members Teachers Bosque County Special Education Co-op	Special Education teachers and regular classroom teachers Bosque County Special Education Co-op	State Comp Ed and Title I funds	Ongoing	The goal is to reduce the number of students served by Special Education district-wide ranging from 14.8% to an 8% state requirement. Improve AEIS, AYP, and PBMAS scores. Align appropriate testing levels with ability of Special Ed student, and ensure that the least restrictive environment is provided. By implementing the PBMAS Campus Improvement Plans, scores should improve.

<p>Content mastery will continue to be utilized at the secondary level. An average of 50 students participate in the program on a daily basis. However, teachers will ensure that objectives have been learned before students are sent to participate in the content mastery classroom as an attempt to improve accountability and test scores.</p>	<p>Principal Special Ed Teachers Regular Ed Teachers</p>	<p>Content Mastery Personnel</p>	<p>State Comp Ed/Title I</p>	<p>Ongoing</p>	<p>The program will promote learning for struggling students, to improve state assessment scores, and to decrease Special Education numbers. Another goal is to increase performance ratings for AEIS, AYP, and PBMAS.</p>
<p>Additional academic support will be provided for students identified as needing extra help in order to raise the District rating and to stay within AYP cap percentages for special education testing.</p>	<p>Principals, Teachers, Assistant Superintendent, Superintendent</p>	<p>Time, content-based materials and remedial software programs, data analysis of benchmark and test scores using CSCOPE, Eduphoria.</p>	<p>State Comp Ed/Title I</p>	<p>Ongoing</p>	<p>Student state assessment scores will continue to improve, with the goal for all campuses to receive Exemplary ratings. Scores from PBMAS, AEIS, AYP will also improve, while the number of students in Special Education will decrease.</p>

<p>Parent Involvement Meetings are held annually to improve the communication between the school and parents, making school expectations regarding Title I and parent involvement opportunities known. Other school programs will be identified as well: (GT, Title I, Fine Arts, UIL, Athletics, etc.) Administrators also address parent questions, suggestions, and concerns. Community members who have no children in school are also invited to attend and create a collaborative team between the ISD and the community.</p>	<p>Assistant Superintendent Principals Parents</p>	<p>Title One Handouts</p>	<p>Title I</p>	<p>Annually</p>	<p>Parent Involvement meetings provide a more informed group of parents, allows more parent involvement opportunities, and provides resources to parents from the school. This meeting also allows for the community members to learn about becoming involved with the school and provides an avenue for them to make suggestions and work together with school administrators, teachers, etc. A community and school that work together help with teacher retention, student enrollment, and create a positive environment for faculty, staff, students, and community members which results in positive community growth.</p>
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District Goal #2: VMISD will provide a level of service to enable students to have the skills and knowledge to be college-ready and to receive dual credit hours while in high school.

Summative Results: The number of students taking dual credit/advanced courses will increase along with an increase of commended state assessment scores.

Strategies/Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation & Results
Both campuses will continue to utilize UIL instruction.	Principals Teachers	Various UIL coaching materials	District	Annual Competition	The number of students placing and participating in UIL contests will continue to increase.
Students will continue to visit with the counselor to learn more about colleges, application procedures, and financial aid acquisition. College visits will be encouraged while parents will be invited to class meetings regarding college enrollment procedures.	High School Counselor Region 12 Consultant University Recruiters	Achieve Texas Financial Aid Counselors from local universities	Salary	Ongoing	Student awareness of application and financial aid procedures increases. More students will determine that colleges they want to attend before high school graduation. Scholarship awards will increase.
Students in 8 th Grade will continue to take the Career Scope Assessment and use the results to guide them with high school course options.	Region 12 ESC HS Counselor	Career Scope Assessment	Region 12 ESC	Spring Event	Students become aware of the careers most fitting to their personal interests and abilities and will be able to select high school course work aligned with their career/education preferences. This opportunity will also allow students to select CTE courses for articulated credit.

High school juniors and seniors will be given the opportunity to enroll in a variety of online dual credit and articulated credit opportunities from a variety of higher education institutions.	Principal Counselor Asst. Supt.	TSTC, MCC, Paris Junior College, North Texas Community College, Texarkana College, etc. Texas Virtual School Network	Student pays for course and materials if college requires. TSTC offers free tuition and materials.	2012	More students will enroll in dual credit and articulated credit classes based on career path needs. More students will graduate with 18 maximum hours of dual credit online or dual credit earned by distance learning courses and/or career-oriented courses completed in high school. Students may enroll in courses not offered at VMHS in order to take advanced courses or to repeat courses may do so.
Distance Learning Equipment maintained as needed. The equipment is used for staff development and to offer college courses to the community.	Technology Director Teachers Assistant Superintendent	Region 12 ESC MCC TEA	Local funds Instructional Materials Allotment	Annual Event	Distance Learning equipment allows students a to take dual credit courses interactively and teachers to take part in interactive professional development opportunities.
Encourage growth of Fine Arts Program as research indentifies a higher student success rate with grades and testing if students are also involved in fine arts programs. Performances may provide opportunities for students to raise money for special projects. (Band: trips)	Principals, Counselors, Assistant Superintendent, Superintendent	Students, Teachers, Parents, Region 12 ESC, Former Students Successful in Fine Arts areas.	Free	Ongoing	Plan implementation of program to encourage growth of fine arts programs such as Band, Theatre Arts, and Art in an effort to raise test scores. Students can raise money for their special projects through fine arts classes.
GT Program will continue at Elementary and Secondary campuses.	Assistant Superintendent GT Teachers Principals	Region 12 ESC District Plan update	Free	Ongoing	Present information to parents interested in the GT program including information regarding nominations, testing, and program implementation at the elementary and secondary campuses.

<p>Valley Mills ISD will continue to partner with the University of Texas at Arlington in support of the Upward Bound Program Specializing in Math and Science.</p>	<p>Counselors Principals Assistant Superintendent</p>	<p>UTA Upward Bound</p>	<p>Free</p>	<p>Ongoing</p>	<p>Continue recruitment of Valley Mills ISD students who qualify and are interested in participating in the Upward Bound program. Over the past two years, six Valley Mills High School Students have participated in the program and continue to be successful with academic performance.</p>
<p>ESL program design aligned with student growth district-wide to support English language growth and success with state assessments including TELPAS, STAAR, EOC, and TAKS testing required for high school graduation</p>	<p>Principals Assistant Superintendent ESL Teacher</p>	<p>ESL Certified teachers</p>	<p>District</p>	<p>Ongoing</p>	<p>ESL certified teachers will provide curriculum for students whose first language is not English who need instruction to master the English language. By expanding student knowledge of the English language, test scores improve.</p>

District Goal #3: Provide a positive, healthy, and safe learning environment at each campus.

Strategies/Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation Results
<p>A safety audit was conducted in May of last year. This audit provided pertinent safety information and suggestions for the District. District CERT and SHAC members will continue to assist with safety projects. A schedule of safety drills created by the District Safety Committee was issued to principals to conduct during the 2011-2012 school year including fire drills, weather drills, evacuation drills, lock down drills, and safety training for all students. (Remember Alex Brown-no texting while driving program, etc.)</p>	<p>SHAC Committee CERT Sponsor</p>	<p>Principals, Administrators, Region 12 ESC Personnel Heart of Texas Council of Governments</p>	<p>District Funds</p>	<p>2011-2012</p>	<p>Providing a safe environment for students and school personnel is the top priority of the District. Educating and training students regarding emergency drills is imperative to keeping everyone involved at school, safe in a crisis situation. A safety report was issued to the Safe Schools Institute this fall. Signs have been placed in strategic locations as suggested by the safety audit.</p>
<p>CERT members will continue to attend specialized safety training sessions, and will participate in drills and input regarding safety issues.</p>	<p>Principals CERT members CERT Sponsor SHAC Chairman Asst. Supt.</p>	<p>Region 12 ESC, HOTCOG, NOAA, VM VFD Dept. of Homeland Security, Bosque Co. Emergency Mgt. Coord., Bosque and McLennan Co. Sheriff's Dept.</p>	<p>Free</p>	<p>Spring '12</p>	<p>Students will participate in emergency preparedness drills, assist in resolving safety issues for the District, and attend trainings in order to best assist administrators, teachers, and students in safety-oriented situations.</p>

Community Emergency Response Team (CERT) recruitment and training will continue on an annual basis. Training in the areas of search and rescue, fire fighting, triage and first aid, CPR, AED, and command post procedures as well as	CERT Sponsor SHAC Sponsor Asst. Supt. HOTCOG Homeland Security Bosque Co. Sheriff McLennan Co. Sheriff Valley Mills PD McLennan Co. Em Mgt. Bosque Co. Em Mgt. VM Em Mgt. VM VFD ESC 12 NOAA	Asst. Supt. HOTCOG Dept. Homeland Security, Bosque and McLennan Co. Sheriff Valley Mills PD Bosque and VM Emergency Mgt. VM VFD ESC 12 NOAA	Student-raised funds. Donated programs and materials	Ongoing	Organized training and recruitment will ensure the CERT program will continue in a successful manner, sponsored by the District SHAC. This program continues to enhance collaborative team efforts with McLennan County, Bosque County, and the City of Valley Mills and Valley Mills ISD
CPR/First Aid/AED Training will continue to be provided for all UIL sponsors, coaches, band director, etc. and will include students and CERT members.	Asst. Supt. AD Principals	Volunteer Fire Department Personnel, American Heart Association	Local Funding	Annually, August in-service program component	Annual CPR First Aid/AED training was provided in August, during in-service and will continue to be offered as a part of in-service training at the beginning of each new school year. Currently, approximately 50+% of the CERT members are officially certified.
Contract services with the drug dog will continue for the District.	Principals	Quest	Local Funding	Ongoing	The drug dog identified sources and students who are associated with drug items. The goal: deter drug use among students and their peers. Visits have helped to keep drug issues to a minimal and have identified students who are not in compliance with school policy.
Fingerprinting is mandatory for each school employee	Business Dept.	TEA	District	Ongoing	All employees hired by the District must meet background check requirements through fingerprinting to ensure safety measures.

District Programs Regarding Drug and Alcohol Abuse, etc. will continue due to the effectiveness of the Red Ribbon Week, and the school health fair.	Asst. Supt. Principals Counselors SHAC	Red Ribbon Week Tawni Martin Program TeenSafe Program, etc.	Local Funding	Ongoing	High School students were able to evaluate for themselves the dangers of driving drunk and the tragedies that can occur with drug and alcohol use during special programs within the health fair. Plans to continue to educate students regarding drug and alcohol abuse are underway to be offered before prom.
Due to rising health issues identified in school children and adults, the SHAC and CERT members conducted a health fair on Dec. 1, 2011 that included a free flu vaccine clinic.	SHAC and CERT members, Region 12 ESC Asst. Supt. MOVAX	Multiple resources: health oriented	Free Vaccines due to State Health Services Grant Award of \$1000.00	Annually	The program is designed for students, staff, and the community to learn how to improve eating and exercise habits for better health and nutrition purposes, and to take advantage of free flu vaccines. Being vaccinated against the flu helps keeps students in school, parents at work, and community members healthy too.
Harassment, Bullying and Dating Violence Prevention training is provided during in-service to teachers and staff members.	Principals	VMISD	free	Annual In-Service training	All teachers received training this year by their principals during teacher in-service regarding the school district's policy and procedures regarding harassment, bullying, and dating violence
Replacement of safety devices such as fire extinguishers and safety lighting is maintained annually in order to keep school facilities conducive to positive learning.	Maintenance Director	Safety Supplies	District	Ongoing	Safety equipment was functional at maximum capacity on both campuses at the beginning of the fall semester. Equipment is maintained and repaired if necessary to ensure the school safety.

Purchase Air Evac to for the school district improve the well being of injured or ill students, faculty, staff, etc.	Superintendent Asst. Superintendent	Air Evac	District	2012	In the event a student, faculty or staff member or other person becomes severely ill or injured on school property, the service provides medical services and transportation free of charge with a school membership.
Continue to ensure that teachers and staff have access to pertinent student health data as needed district-wide.	Principals Teachers Nurse	Time	Free	Ongoing	Having this information, teachers can act immediately using health information should an emergency situation with a student arise.
Continue the implementation of the Coordinated School Health Program curricula: Great Body Shop and Healthy and Wise.	SHAC Committee Asst. Supt. Principals Teachers	Variety of Volunteer Resources as well as ESC 12 District	District	Ongoing	Coordinated School Health program has been in place and will continue to be implemented. The SHAC committee meets once every six weeks or as needed. CSH information is located on the school website. State mandated curricula teaches students and parents how to eat healthy and the benefits of exercise.
Due to results of the 2011 Fitness Gram Physical Assessment, areas of improvement were identified. High School students will be the target for improvement for the spring.	Asst. Supt. Principals Athletic Director PE Teachers	Fitness Gram Program	District	Ongoing	Every student will have his/her fitness status assessed using the Fitness Gram program as directed by the State's initiative. This goal is to improve the areas identified for improvement especially at the high school level through fitness and instruction.
Due to student obesity rates, Balancing Your Plate, a nutrition program will be implemented to third graders so that they and their families can learn to prepare healthy food.	Texas AgriLife Extension Services	Balancing Your Plate program materials	Free	Spring 2012	By teaching third graders the importance of good nutrition and tips about what is good to eat and what is not, the goal is that these students will have healthy eating habits as they grow up and have their own families. By taking the information home and teaching their parents, the goal is to have a healthier family with less obesity and Type 2 Diabetes issues in the community.

<p>Staff wellness will include school track facilities at the high school and elementary campus. Staff, students, and community members may work in weight room when available and use both track facilities.</p>	<p>AD Principals</p>	<p>Facilities at Elementary and HS</p>	<p>Bond Money District Funds</p>	<p>Ongoing</p>	<p>The elementary school track and the high school track and weight room are open to be used by staff, students, and community members on a regular weekly basis.</p>
<p>School facilities are cleaned and maintained on a daily basis to provide a healthy learning environment. New lighting was added this fall to allow good visibility in the high school building and to provide an efficient electric bill. Air conditioners 10 years old or older were replaced at the secondary campus due to a SECO grant.</p>	<p>Maintenance</p>	<p>Supplies as needed. School Lighting Contractor</p>	<p>District SECO Grant</p>	<p>Ongoing</p>	<p>Well-maintained facilities provide a healthy and safe learning and teaching environment while being economically efficient.</p>
<p>Continue to implement a long-term construction, repair and maintenance plan</p>	<p>Maintenance Director</p>	<p>Supplies as needed.</p>	<p>District</p>	<p>Ongoing –</p>	<p>Scheduled repair and maintenance projects will be conducted over a five-year period to keep the school facilities safe and students and employees healthy.</p>

District Goal #4: Improve communications and transparency among all stakeholders in the District.

Summative Results: Data provided through parent surveys.

Strategies/Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation Results
Progress reports and report cards will continue to be sent home every 3 and 6 weeks.	Teachers Principals	School resources	District	Every 3 and 6 weeks	Parents are made aware of student progress through progress reports and report cards during each six-week period.
Parent Conferences	Teachers	Time	Free	As Needed Ongoing	Parents and teachers may communicate through phone, e-mail, written notes, and personal conversations regarding student progress.
School newsletters will continue to be sent to parents on a regular basis. Notification of upcoming events is made more public.	Principals	School resources	District	Ongoing	Newsletters from principals are sent home routinely updating parents regarding school events, calendars, and other important information pertaining to school issues. Events are posted on the school website, by newsletter, publication in the VM Progress and announced on the city's radio station.
AEIS School Report Cards will be sent home by January 2012, making parents aware of school ratings, TAKS scores, etc.	Principals	Letters to Parents Publication in the local newspaper Postings on the school website	District	January 2012	Parents, students, and community members will learn about the school ratings through information correlated through the AEIS reports.
Parents may continue to access student grades through use of the Grade Book program and TEA's new Parent Portal while teachers, parents and students may utilize Project Share.	Technology Director TEA Region 12 ESC	Grade Book Program (internet based) TEA	Free	Ongoing	Parents are better able to monitor student grades and progress on a daily basis if needed.

<p>District web page will continue to be updated and shall contain school policies, procedures, calendars, and other information such as AEIS and other state and federal reports, job postings, events, programs, etc.</p>	<p>Technology Director Instructional Technologist</p>	<p>Region 12 ESC</p>	<p>District</p>	<p>Ongoing</p>	<p>Students, teachers, school employees, and parents and community members will have school information updates.</p>
<p>Minutes of School Board meetings are posted on the school web page and published in the local newspaper while articles written by the Superintendent, Athletic Director and Principals provide information to the community regarding curriculum, sports information, fine arts competitions, UIL events, etc. <i>School Messenger</i> is a telephone system that informs parents regarding important school announcements, information, etc.</p>	<p>Asst. Supt. Technology Director</p>	<p>School Web page Valley Mills Progress</p>	<p>Free Local</p>	<p>Ongoing</p>	<p>Minutes of recent Board Meetings and Articles written by the Superintendent to provide important information to students, parents, community members and school employees as needed. The articles are printed in the local newspaper and then placed on the school website as well. Parents are notified by <i>School Messenger</i> regarding important information.</p>

Board members are kept up to date with reports during the Board meetings by District Administrators	Superintendent Technology Director Principals Asst. Supt.	School Web page Valley Mills Progress Presentations to Board	Free	Ongoing	Board members are aware of the status of the multiple programs maintained by Valley Mills ISD including academic performance, extra-curricular programs, business and financial status, facilities mgt., and daily operations information.
The Superintendent will ensure that a system of checks and balances are in place in order to monitor the school budget and to make sure that state and federal reports are completed and submitted as required.	Superintendent Business Mgr.	Central Office Personnel	District	Ongoing	The system of checks and balances ensure the school budget and reports submitted to federal and state sources reflect the accurate and efficient operation of VM ISD.
Continue to monitor internal controls as recommended by TEA Audit Division and the school district auditors that include the out-sourcing of reconciliation of bank statements by ESC 12 and the separation of duties by local staff.	Superintendent Business Mgr.	All District Employees	District	Ongoing	Continued documentation of receipts has proven effective as implemented in the summer and fall of '09.
Continue to monitor cash management by implementing tighter control of use of school credit cards by requiring proper documentation of receipts.	Superintendent Business Mgr. Employees	All District Employees	District	Ongoing	After implementation during the summer and fall of '09, the level of risk for the inappropriate use of funds has been reduced and is currently monitored closely.

Closely monitor the exchange of cash collected and deposited through lunchroom, activity funds, and gate receipts.	Superintendent Business Mgr. Administrators Employees	District records	District	Ongoing	Ensures the security of cash as it exchanges hands.
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District Goal #5: Increase the opportunity for employee collaboration through training and professional growth opportunities.

Summative Results: Staff Surveys and Evaluations

Strategies & Activities	Person Accountable	Resource Allocations	Funding	Timeline	Formative Evaluation & Training
All teachers will receive training on effective teaching strategies during teacher orientation and throughout the year.	Principals Asst. Supt.	A variety of effective teaching resources. CSCOPE	Free	2011-2012	Teachers will be better prepared to teach to Bloom’s Taxonomy and the 5E model used in CSCOPE for hands-on classroom experiences.
Teachers will be trained and will implement the use of educational software programs in order to access web-based curriculum, lesson plans, and Grade Book and to create classroom exams, benchmark tests, and to then track student progress using Eduphoria Aware.	Technology Director Principals Asst. Supt. Superintendent	Various educational programs CSCOPE Eduphoria Aware Test Banks: WEBCCAT CSCOPE STAAR TESTMAKER	Free	Ongoing	Teachers enhance student-centered lessons by engaging students with software and internet programs designed to enforce objectives taught. Teachers then address weakness in TEKS areas identified by Eduphoria.
Provide opportunities for teachers to attend content-based workshops, RTI training, Pearson ELA training, etc. to enhance professional growth and development and to provide instructional strategies to improve test scores.	Principals Teachers Asst. Supt.	Pearson Region 12 ESC Special Programs, etc.	District	Ongoing	Teachers and administrators return from the professional development workshops with new techniques and strategies that are shared with fellow teachers in order to raise test scores.

<p>Administrators will encourage teachers to enroll in classes to gain certification in specialized areas as needed for professional growth and to promote District retention rates and college readiness.</p>	<p>School Administrators</p>	<p>Region 12 ESC Colleges/Universities</p>	<p>District</p>	<p>Ongoing</p>	<p>Not only will teachers gain new knowledge and grow professionally, but hopefully, will invest in staying with VM ISD when they can continue to grow and expand their knowledge.</p>
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