



DISTRICT STRATEGIC PLAN 2009-2010

MISSION STATEMENT

The mission of the Graham Independent School District, as part of a positively involved community, is to provide exceptional educational opportunities where all students are challenged to become responsible citizens, successfully pursuing personal and career goals.

GRAHAM ISD

District Goals

2009-2010 SCHOOL YEARS

GISD Vision: The Relentless Pursuit of Educational Excellence

GISD Mission Statement

The mission of the Graham Independent School District, as part of a positively involved community, is to provide exceptional educational opportunities where all students are challenged to become responsible citizens, successfully pursuing personal and career goals.

GISD Goals:

1. Instructional & Organizational Improvement

Graham ISD will relentlessly pursue educational excellence by ensuring that the needs of the student and their education will drive the decision-making process. Graham ISD will accomplish this through the successful implementation of systematic processes, which will ultimately result in students being prepared for higher education, the world of work and/or technical training. Graham ISD will measure our relentless pursuit of educational excellence by the Academic Excellence Indicator System, TAKS, and other quantitative, standardized assessments.

2. Management of Administrative, Fiscal and Facilities

Graham ISD will allocate sufficient funding to meet the needs of the district while making an effort to maintain an adequate fund balance. Graham ISD will ensure a safe and attractive environment that facilitates learning.

3. Personnel & Student Management

Graham ISD will ensure that a system is in place that recruits, selects, and maintains quality personnel. Graham ISD will encourage, oversee, and participate in activities for recognition of student efforts and accomplishments in all areas of participation.

4. School, Parent, & Community Relations

Graham ISD will promote business, community, and parental partnerships that foster student achievement.

5. Professional Growth and Development

Graham ISD will provide professional growth and development opportunities that are results-driven, standards-based, and job embedded to ensure that all students and staff meet instructional goals.

2009-2010
GISD District Improvement Team
Terms of Office

Staff Representatives (14)

<u>School</u>	<u>Representative</u>	<u>Term of Office</u>	
Pioneer Elementary	Judy Fields	2009-2010	
	Carla Miller	2009-2010	2010-2011
Crestview Elementary	Janice Nix	2009-2010	
		2009-2010	2010-2011
Woodland Elementary	Judy Mersiovsky	2009-2010	
		2009-2010	2010-2011
Graham Jr. High	Sherry Pettus	2009-2010	
		2009-2010	2010-2011
Graham High School	Jeff Williamson	2009-2010	
		2009-2010	2010-2011
Graham Learning Center Administration	Karen McBride	2009-2010	
		2009-2010	2010-2011
Non-Teaching Professional Educational Support Staff	Kendall McCurdy	2009-2010	
	Maria Iltis	2009-2010	

Community/Business/Parent Representatives (6)

Parent	Cheryl Groves	2009-2010	
Parent		2009-2010	2010-2011
Business	Roger Money	2009-2010	
Business		2009-2010	2010-2011
Community	Troy Wolfe	2009-2010	

Meeting Dates

September 23, 2009		Virtual Meeting
November 11, 2009	4:00 p.m.	GHS Library
February 10, 2010	4:00 p.m.	GHS Library
April 14, 2010	4:00 p.m.	GHS Library

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

Data Reviewed:

A. Quantitative Data

1. Preliminary TAKS test results (May 2009)
2. GISD Individual Student & Class Performance Reports (Summer 2009)
3. 2008-2009 AEIS District Performance Report (09-01-09)
4. 2008-2009 AEIS Campus Performance Report (09-01-09)

B. Qualitative Data

1. Surveys -Staff Development, Parent, Community, Student, G/T parent and student, special education
2. Minutes from District/Campus Meetings
3. Graham ISD Board of Trustees Planning and Goal Setting Meetings
4. Review Organizational Health Initiative Studies and Campus Surveys
5. Review of 2008-2009 Plans
6. Review data from GISD Parents of Special Needs Students Parent Meetings
7. Federal, state, and local program evaluations
 - Title programs
 - CATE
 - OEYP
 - Special Education
 - Migrant
 - ESL/Bilingual
 - Gifted/Talented
 - Dyslexia
 - Accelerated Reading Instruction
 - State Compensatory Education
 - Discipline Reports (ISS & AEP)
 - Counseling
 - Attendance
 - Tutorials
 - Crisis Management
 - 504

Significant Findings (results of data analysis)

1. Graham ISD did not score 90% in all subject areas in all demographic sub-populations on the state TAKS assessments
2. Graham ISD enrollment trends are increasing at 1% a year.
3. Most district scores across subject areas and student groups were above state averages.
4. Secondary Science scores were below statewide TAKS scores in all student groups.
5. Crestview Elementary 3rd graders scored 96% on first administration of TAKS reading scores.
6. Graham Junior High School (6-8) math scores were below district expectations.
7. Elementary math scores were below District expectations.
8. The most problematic area across the District was in the student group low-socioeconomic.

Probable Causal Factors:

Need to adapt to changing demographics
Need to increase student/parent commitment in subgroups

Need to commit to new teaching strategies to help students from at-risk situations
Need to articulate a K-12 alignment of written, taught, and assessed curriculum

Recommended Initiatives and Strategies:

More focus on subgroups district-wide (i.e. Eco. Disad.)
Use of technology to enhance instruction
Focus on reducing cultural and language barriers
Parent Involvement

More tutorial sessions district-wide
Participate in initiatives with Region 9 to focus on Hispanic culture
Prioritize compensatory funds for students in at-risk situations
Alignment of written, taught, assessed curriculum

GISD Goal # 1: Instructional & Organizational Improvement

Performance Objectives:

- 90% of all students will pass the state TAKS assessment.
- GISD will relentlessly pursue closing achievement gaps for all student groups.

Summative Evaluation:

- 50% of students will attain commended performance on TAKS
- 90% of students will meet minimum expectations on the TAKS

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Continue implementation to insure the district curriculum is aligned with TEKS/TAKS through the adoption and development of an online, vertically aligned curriculum K-12 in ELA, math, science and social studies	Implementation of CSCOPE	November 2009	Superintendent Director of Curriculum	Region 9 Trainings, Stimulus Funds	All Students
Use checkpoints testing to monitor student progress	Checkpoint tests AEIS-IT	Mid-Year	Curr. Director Principals Dept. Heads All Staff	AEIS-IT Released TAKS CSCOPE, Examgen	All students
Use AEIS-IT to disaggregate scores from TAKS spring 2009 and make plans for instructional improvement	AEIS-IT Data Campus Instructional Plans	Oct. 2, 2009 February 2010 May 2010	Curr. Director Campus Principals Classroom Teachers	AEIS TAKS Data	All students

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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Prepare all students to perform well on all types of standardized exams including: SAT/ACT, PSAT, PLAN, EXPLORE, TPRI, ITBS, RPTE, and locally developed GISD Curriculum Benchmarks	AEIS-IT evaluations, Training, Curriculum alignment, awareness, data disaggregation	December 2009 July 2010	Superintendent, Curriculum Coordinator, Campus Principals, Classroom Teachers	AEIS-IT, Staff Development "Data" Day	All students
Provide accelerated instruction and remediation opportunities for all students "at-risk" of not performing at the standard 70 percentile on state assessments	Pre-Test Data Benchmark Data Remediation Plan Remediation Schedule Testing Data	10-01-2009 2-1-2010 4-15-2010	Superintendent Curriculum Dir. Campus Principals All Staff Members	Title I Funds OEYP Funds Compensatory Funds Rural and Low Income Grant ARI & AMI Grants	All K-11 students not performing at 70 percentile on grade level TAKS and/or TPRI assessments
Integrate support programs for special needs populations to succeed academically	ARD SST Meetings Intervention Meeting Schools Attuned Progress and Grade Reports Benchmark Data	9-24-2009 10-29-2009 12-17-2009 2-11-2010 4-1-2010 5-26-2010	Special Ed. Dir. Diagnosticians Campus Principals Campus Counselors All Teachers	Special Education Funds Title 1 Funds Compensatory Funds	All K-12 students identified as needing additional assistance by special programs

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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Conduct Advisory Meetings of various academically oriented groups to ensure constant attention to academic success for all students	DIT & CIT Academic Council SST Schools Attuned Title I & G/T Special Ed Compensatory Health/Safe & Drug Free	8-1-2009 12-17-2009 5-26-2010	Superintendent Special Ed. Dir. Curriculum Dir. Campus Principals	District and Campus Resources	All K-12 students in GISD
Continue to strive for academic excellence in the secondary grade levels with a focus on job preparation and post-secondary education opportunities	College Day Participate in new Texas Scholars AP Audit Tech Prep Audit Dual Credit Offerings Expand Work Programs	8-1-2009 12-17-2009 5-26-2010	Superintendent Curriculum Dir. GHS and GJHS Principals GHS and GJHS Counselors GHS and GJHS Teachers	Title Funding Local Bertha Foundation Grant AP incentive Program Tech Prep Funding	All students in grades 6-12
Continue to provide accelerated instructional opportunities to students in need of additional remediation to obtain credits to graduate from high school	Graham Learning Center School Within a School Summer School In School GED Community GED Program	8-1-2009 12-17-2009 5-26-2010	Superintendent Program Dir. GHS and Learning Center Principals GED Director	Compensatory Funding Title Funds Local Funds	All "at-risk" students in grades 9-12 Community Members without High school Diploma

GISD Goal #1: Instructional & Organizational Improvement

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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Continue to strive for academic excellence in the primary grade levels with a focus on early literacy	Pre-Kindergarten Full Day Kindergarten Reading Recovery Dyslexia Reading Labs Title Reading Programs	9-1-2009 12-17-2009 5-26-2010	Superintendent Program Dir. Pioneer and Crestview Elementary Principals	Title Funds Compensatory Funds Local Funds	All "at-risk" students in grades PK-3
Develop and sustain an exemplary program of instruction for Bilingual and English as a Second Language Learners	ESL Training Bilingual Teacher Recruitment LPAC Training Participate in Region 9 ESC Consortium	8-31-2009 12-17-2009 5-26-2010	Superintendent Program Dir. Curriculum Dir. Campus Principals Bilingual Teachers ESL Teachers	Title III Funds Local Funds	Spanish speaking Students and ESL Students
State Compensatory Funds will be utilized at each campus to support the Title I school-wide program on campuses.	Student Grades SST Meetings Student attendance TAKS	Each six weeks and May 2010	Superintendent Program Dir. Campus Principals	GHS \$165,963 FTE 3.13 LC \$153,634 FTE 4.00 JH \$92,023 FTE 2.99 WD \$81,746 FTE 3.00 CV \$182,741 FTE 7.95 PN \$95,307 FTE 4.00 Total Budgeted – \$769,869	At risk students will meet or exceed state standards

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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Adequately and effectively integrate technology into the classroom curriculum at all instructional levels	Teacher Training Lesson Plans Scope & Sequence SMART BOARDS	8-17-2009 12-17-2009 5-16-2010	Superintendent Instructional Technology Dir. Campus Principals	State Technology Allotment Title Funds Compensatory Funds Local Funds	All students and staff in grades Pre-K thru 12
Install Active Boards in all 4-12 Core Academic Classes	Work orders Purchase Orders	8-1-09	Superintendent Technology Dir.	Stimulus Funds	All students and staff in grades 4-12
Teacher Training for Active Boards	Training Dates Sign In Sheets Early Release	8-1-09	Superintendent Technology Dir.	Stimulus Funds	All students and staff in grades 4-12
Laptop Initiative at GHS: All Teachers issued laptops	2 Training Days Sign In Sheets	8-1-09	Superintendent Technology Dir.	Stimulus Funds	All students and staff in grades 9-12

GISD Goal #2: Management of Administrative, Fiscal, and Facilities

Performance Objectives:

- Allocate sufficient funding to help increase student performance while maintaining an adequate fund balance
- Ensure a safe and attractive environment that is conducive to learning

Summative Evaluation:

- 90% of GISD students will meet minimum expectations on the spring TAKS exam
- GISD fund balance will remain at \$4.5 million dollars
- GISD will develop a long range facilities master plan

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Continue GHS \$30 million dollar bond expansion and renovation project	Monthly Board Meetings Bi-weekly Construction Owners Meetings	8-1-2009 9-1-2009 10-1-2009 11-1-2009 12-1-2009 5-1-2010	Superintendent Dir. Finance School Board Huckabee BTC	\$30 million of bond money \$4 million of local money	High School Students
Initiate long-range facility maintenance project to ensure new district facilities are adequately maintained	Comprehensive Facility Program New Software	12-1-2009 5-26-2010	Superintendent Dir. Finance Dir. Maintenance	Local Dollars	PK-12 students and staff
Monitor state funding and student enrollment	Monthly RADA spreadsheets	Monthly	Dir. Finance	Local dollars	All students and staff K-12
Review district investment policies and procedures	Adopt new policy Adjust investment strategy	12-11-2009 1-18-2010 5-26-2010	Superintendent Dir. Finance	Fund Balance	All students and staff K-12
Provide funding for accelerated instruction and remediation opportunities for all students “at-risk” of not performing at the standard 70 percentile on state assessments	Pre-Test Data Benchmark Data Remediation Plan Remediation Schedule Testing Data	10-01-2009 12-17-2009 2-1-2010 3-4-2010 3-31-2010 4-15-2010	Superintendent Curriculum Dir. Campus Principals All Staff Members	Title I Funds OEYP Funds Compensatory Funds Rural and Low Income Grant ARI & AMI Grants	All K-11 identified as “at-risk” students

GISD Goal #2: Continued

GISD Goal #2: Management of Administrative, Fiscal, and Facilities

Performance Objectives:

- Allocate sufficient funding to help increase student performance while maintaining an adequate fund balance
- Ensure a safe and attractive environment that is conducive to learning

Summative Evaluation:

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- GISD will develop a long range facilities master plan

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Ensure GISD Business Office Policy and Procedures are in place to ensure effective and efficient handling of all GISD funds	Board Policy Review Annual Audit	1-17-2010	Superintendent Asst. Supt. Auditor	Local Funds	All students and staff in GISD
Work with District Improvement Team to allow staff, community, business, and parent input into the GISD Budget Process	DIT Meeting Agendas Budget	9-1-2009 5-26-2010	Superintendent	Local Funds DIT Meetings	All students and staff K-12
Allocate sufficient campus funding based on student instructional needs as measured by AEIS	Percentage of students that qualify as "at-risk"	Monthly	Program Dir.	Title funding based on needs assessment	Identified students
Allocate sufficient district level funding to allow for on-going district level facility maintenance	Annual Operating Budget	August 2009	Superintendent Asst. Supt. Dir. Of Maintenance	Local Maintenance and Operating Funds	All students and staff in GISD

GISD Goal #3: Personnel & Student Management

Performance Objectives:

- GISD will recruit, select, and maintain quality personnel
- GISD will recognize and oversee student efforts and accomplishments

Summative Evaluation:

- 100% of All GISD staff will be highly qualified as defined by NCLB
- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Provide highly competitive pay and benefits for all GISD employees	TASB Salary and Benefits Report	1-17-2010 4-15-2010 6-25-2010	Superintendent Asst. Super.	Local Funds Title Funds State Comp. Ed Funds Special Ed. Funds	All GISD Staff
Maintain effective and efficient GISD personnel policies	Review TASB Personnel Policy	7-25-2010	Superintendent	Local Funds	All GISD Staff
Provide GISD Employee Handbooks to all GISD Employees	Employee Handbook receipt	10-2009	Superintendent	Local Funds	All GISD Staff
Provide Yearly Benefit Program Seminar to all GISD Employees	Cafeteria Plan Enrollment Forms	8-31-2009 5-26-2010	Superintendent Asst. Supt.	Local Funds	All GISD Staff
Provide District Professional Employees with reimbursement stipend taking Masters Degree Courses in their area of teaching and shortage areas	Enrollment Forms Final Grades Reimbursement Forms	8-1-2009 5-26-2010	Superintendent Asst. Supt. Programs Dir.	Title Funds	All GISD Staff
Provide “buy-back” of unused local personal leave days as incentive for attendance	Leave and Absence Forms Personnel Records	5-26-2010	Superintendent Dir. Finance Payroll Dept.	Local Funds	All GISD Staff

GISD Goal #3: Continued

GISD Goal #3: Personnel & Student Management

Performance Objectives:

- GISD will recruit, select, and maintain quality personnel
- GISD will recognize and oversee student efforts and accomplishments

Summative Evaluation:

- 100% of All GISD staff will be highly qualified as defined by NCLB
- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Superintendent Starfish Awards Recognition for Staff making a difference in the lives of students	Principal Nominations Awards Ceremony	Each semester	Superintendent	Local Funds	All GISD Staff
Annual GISD Employee Awards Ceremony	Service Pens Scheduled Ceremony	5-31-2010	Superintendent	Local Funds	All GISD Staff
Maintain centralized GISD hiring procedures and protocols	GISD Personnel Manual Update	1-25-2010 5-26-2010 8-1-2010	Superintendent Campus Principals	Local Funds	All GISD Staff
Provide School Resource Officer to maintain a safe and effective learning environment	Personnel Records	8-1-2009 5-26-2010	Superintendent	Local Funds DARE Grant Title IV Funds	All GISD Students and Staff
Maintain effective and efficient GISD Student Management Policies	Review TASB Student Policies	7-25-2009	Superintendent	Local Funds	All GISD Students
Provide GISD Student Handbooks to all GISD Students and Parents	Student Handbook receipt	10-2009	Superintendent	Local Funds	All GISD Students
Provide drop-out prevention and credit recovery programs to "at-risk" students	Learning Center School within a school In-school GED	9-1-2009 5-26-2010	Superintendent Campus Principals Program Dir.	Compensatory Funds Title Funds Local Funds	All secondary "at-risk" students
Provide staff development on what constitutes dating violence	Faculty Meeting Agendas		Principals		Secondary GISD Staff

GISD Goal #3: Continued

GISD Goal #3: Personnel & Student Management

Performance Objectives:

- GISD will recruit, select, and maintain quality personnel
- GISD will recognize and oversee student efforts and accomplishments

Summative Evaluation:

- 100% of All GISD staff will be highly qualified as defined by NCLB
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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Provide Quality District Disciplinary Alternative Education Program	Hire additional staff to help Monitor Academic Progress	8-1-2009 5-25-2010	Superintendent GJHS Principal	Local Funds	Identified Students
Continue to facilitate the GISD Health Advisory Committee	Monthly meeting agendas	Monthly	Superintendent Greg Melton	Title Funds	All Students
Increase Student Involvement in Academic UIL Participation including expansion into elementary grades	Orientation Meetings Number of students participating	12-17-2009 5-26-2010	Superintendent UIL Coordinator Campus Principals	Local Funds	All Students
Build the capacity of all staff to accept a more diverse culture of students into clubs, organizations, and activities	Staff Training Faculty Meeting Agendas	5-26-2010	Superintendent Campus Principals	Local Funds	All students
Implement K-12 Wellness Program	Monthly Meetings Agendas Curriculum Adoptions	1-30-2010 5-31-2010	Superintendent Greg Melton Health Advisory Committee	Local Funds	All Staff All Students
Improve Cafeteria Program	Surveys Budget	12-31-209 5-31-2010	Superintendent Food Service Dir	Local	All Staff All Students

GISD Goal #3: Continued

GISD Goal #3: Personnel & Student Management

Performance Objectives:

- GISD will recruit, select, and maintain quality personnel
- GISD will recognize and oversee student efforts and accomplishments

Summative Evaluation:

- 100% of All GISD staff will be highly qualified as defined by NCLB
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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Pregnancy & Related Services (PRS) Program-Identification & intake documentation of pregnant students will be completed, verified, & filed by authorized district personnel.	Verification of pregnancy CEHI teacher's log Copy of ARD or IEP, if applicable PRS entry date Date of Delivery Doctor's notes PRS Exit dates	All year	Superintendent Director of Special Programs Campus Principals	PEP Grant State Comp Ed	All students
Hire only HQ Staff	Annual HQ Report Principals' reports	May 2010	Campus Administrators Superintendent	Local Funds Title Funds State Comp. Ed Funds Special Ed Funds	All GISD Staff
Provide Pay incentives in the form of signing bonus/stipends for new and returning teachers in acute shortage areas	Annual HQ Report Principals' reports	August 2010	Superintendent Assistant Superintendent Finance Director	Local Funds	All GISD Staff
Provide HQ professional development across the district as determined by subject area needs, state assessment results, and staff development surveys	Sign in sheets Increase in student performance on state assessments, SAT, and ACT	August 2010	Superintendent Assistant Superintendent Finance Director	Local Funds	All GISD Staff

GISD Goal #3: Continued

GISD Goal #3: Personnel & Student Management

Performance Objectives:

- GISD will recruit, select, and maintain quality personnel
- GISD will recognize and oversee student efforts and accomplishments

Summative Evaluation:

- 100% of All GISD staff will be highly qualified as defined by NCLB
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Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Future employment in district dependent upon completion of HQ requirements	Principals' reports	March 2010	Campus Administrators	Local Funds	All GISD Staff
Provide support and relevant information in preparation for certification exams	Principals' reports	March 2010	Campus Administrators	Local Funds	All GISD Staff
Tuition assistance for current teachers who seek certification in acute shortage areas	Principals' reports	Ongoing	Campus Administrators	Local Funds	All GISD Staff
Participate in job fairs at ESC's and Universities	Principals' reports	Spring 2010	Campus Administrators	Local Funds	All GISD Staff
Consult with ESC's in securing highly qualified teachers	Principals' reports	Ongoing	Campus Administrators	Local Funds	All GISD Staff
Provide relevant information regarding dating violence	Principal's reports and agendas	Ongoing	Campus Administrators	Local Funds	All GISD Staff

GISD Goal # 4: School, Parent, & Community Relations

Performance Objectives:

- GISD will promote school, parent, and community partnerships that foster student achievement

Summative Evaluation:

- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
GISD will create and implement a structure for a district-wide parent/teacher association to support and coordinate campus level parent/teacher organizations	Creation of Campus PTO's Nominations to District PTA Meeting Agendas	9-1-2009 2-1-2010 5-26-2010	Superintendent Campus Principals	Local Funds	All GISD Parents and Teachers in Grades PreK-12
Foster strong community partnerships	Civic Clubs Chamber of Commerce CVB	5-26-2010	Superintendent	Local Funds	All community members and students
Continue to improve the Graham ISD Website	Hire GISD webmaster Quarterly review of website	Quarterly	Superintendent GISD Webmaster	Local Funds Career Tech Funds	All students, staff, parents, community, businesses
Develop a GISD Alumni Association	Review requirements Create webpage Track graduates	1-11-10	Superintendent	Local Funds	All former students
Create a GISD Educational Foundation to streamline and organize donations to GISD	Graham Community Trust Foundation Philanthropic Requests	5-25-2010	Superintendent	Local Donations	All students and community members
Participate in community wide crisis prevention training	Hold community crisis meetings	9-1-2009 5-25-2010	Superintendent Local Fire Chief	Local Funds	All students and community

GISD Goal #4: Continued

GISD Goal # 4: School, Parent, & Community Relations

Performance Objectives:

- GISD will promote school, parent, and community partnerships that foster student achievement

Summative Evaluation:

- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Continue to promote and schedule elementary and secondary parent conference days	Schedule Days Record Attendees Request Input	9-27-2009 2-2010	Superintendent Campus Principals	Local Funds	All GISD Parents and students
Continue to sponsor and co-host with the Chamber of Commerce the GISD Hispanic Parent Forums	Meeting Agendas Parental Input	9-1-2009 5-25-2010	Superintendent Chamber Dir.	Local Funds	All GISD Hispanic Parents
Continue to sponsor the Graham Teacher Back to School Breakfast	Meeting Agendas Community Input	8-20010	Superintendent Chamber Dir.	Local Funds	All GISD Teachers and Community
District-wide ESL/Bilingual parent meeting	Meeting agendas Parent input	Oct. 2009	Director of Curriculum & Instruc. Campus principals	Local funds	All GISD parents of bilingual/ESL students
District-wide GT parent meeting	Meeting agendas Parent input	Dec. 2, 2009	Director of Curr. Campus counselors	Local funds	All GISD parents of GT students

GISD Goal # 5: Professional Growth and Development

Performance Objectives:

- Graham ISD will provide professional growth and development opportunities that are results-driven, standards-based, and job embedded

Summative Evaluation:

- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Implement a plan to require all GISD professional staff to complete the following trainings: RTI; Successful Strategies for English Language Learners; Nature & Needs of Gifted Students and 2 tech-based trainings	Teachers attending training Follow-up trainings scheduled	8-1-2009 12-17-2009 3-1-2010 5-26-2010	Superintendent Curriculum Dir.	Title Funds Bertha Foundation Donations	All GISD Teachers and Students
Provide grade level specific staff development	Elementary Staff Development Day Secondary Staff Development Day	9-1-2009 1-31-2010	Superintendent Curriculum Dir.	Title Funds Local Funds	All GISD Teachers and Students
Provide one day each semester for staff development specifically targeting data disaggregation	Data Day Scheduled	8-1-2009	Superintendent Curriculum Dir. Campus Principal	Local Funds	All GISD Teachers and Students
Provide staff development time for parent and teacher conferences	Elementary Parent Conf. day Secondary Parent Conf. Day	9-1-2009 1-31-2010	Superintendent Campus Principals	Local Funds	All GISD Teachers and Parents
Provide staff development and motivational speaker for staff morale	Back to School Convocation	8-1-2009	Superintendent	Title Funds	All GISD Teachers
Provide Teachers with 3 back to school work days	Teacher work days scheduled	8-1-2009	Superintendent	Local Funds	All GISD Teachers
Provide ESL/Bilingual Reading and Teaching Strategies Staff Development	Elementary Staff Development Day Secondary Staff Development Day	9-1-2009 1-31-2010	Superintendent Curriculum Dir.	Title Funds	All GISD Teachers

GISD Goal # 5: Professional Growth and Development

Performance Objectives:

- Graham ISD will provide professional growth and development opportunities that are results-driven, standards-based, and job embedded

Summative Evaluation:

- 90% of GISD students will meet minimum expectations on the spring TAKS exam

Initiatives & Strategies	Formative Assessment	Check Points	Person(s) Responsible	Budget/ Resource Allocation	Target Population
Provide early release staff development for technology integration into the classroom	Training Scheduled Lesson Plan Review	10-2009 11-2009	Superintendent Curriculum Dir. Technology Dir.	Local Funds Technology Funds	All GISD Teachers and Staff
Provide staff development day for vertical and horizontal curriculum alignment	Training Scheduled Scope & Sequence	1-21-2010	Superintendent Curriculum Dir. Vertical Team Leaders	Local Funds	All GISD teachers and students
Contract with Region 9 ESC to provide staff with training opportunities throughout the school year in specific targeted areas	Annual review of ESC 9 training roster	5-31-2010	Superintendent Curriculum Dir.	Title Funds	All GISD teachers
Provide in-district summer staff development in the core content areas	Schedule Training Review Attendance	6-1-2010	Superintendent Curriculum Dir.	Title Funds	All GISD teachers
Provide GISD Administrative Staff with Organizational Health and Leadership Initiative Training	Surveys OHI Plan of Action	6-1-2010	Superintendent Administrative Council	Title Funds	All GISD staff