



ACTION PLANS

STRATEGY 1

STRATEGY:		
We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.		
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ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 1
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish and refine effective tools and interventions for our teachers to use along with our selected curriculum to motivate and actively engage all students.

#	ACTION STEPS 1.1	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Review all district approved curriculum resources and create an inventory of curriculum the district has access to: technology, books, etc...				
2.	Align and select a library of instructional resources, including technology, to use in intervention for all students.				
3.	Provide staff development to teachers on all district resources.				
4.	Conduct vertical alignment in all subject areas to ensure student success and aide in future intervention plans.				
5.	Conduct an annual curriculum review for all subject areas.				
6.	Develop an intervention plan for students in need.				
7.	Administer district benchmark assessment according to plan as created.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER:1
PLAN NUMBER: 1
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish and refine effective tools and interventions for our teachers to use along with our selected curriculum to motivate and actively engage all students.

COSTS

BENEFITS

<p>Tangible:</p> <p>Cost of decided on curriculums needed to fill in gaps of inventoried curriculum.</p> <p>Staff to inventory and create database</p> <p>Printing - benchmarks</p>	<p>Tangible:</p> <p>Better quality teaching and student mastery due to better curriculums.</p>
<p>Intangible:</p> <p>Time to train staff</p> <p>Time to inventory and create database</p> <p>Time to conduct curriculum reviews</p> <p>Time to develop intervention plans</p>	<p>Intangible:</p> <p>Students better prepared for the upcoming grade level.</p>

ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 2
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish a long term coaching model that will provide effective staff development and ongoing support to teachers so they can implement effective instructional practices.

#	ACTION STEPS 1.2	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Apply for grant.				
2.	Adjust Teacher Advancement Program (TAP) model to fit the needs of other LISD campuses.				
3.	Outline the duties of the District's instructional coaches and mentor teachers.				
4.	Disaggregate the current TAKS results by school and grade level.				
5.	Examine data and prioritizes areas of need.				
6.	Relate defined needs to strategies provided in Action Steps 1.3.				
7.	Research educational literature and other sources of effective strategies for possible answers to needs not addressed in Action Steps 1.3.				

#	ACTION STEPS 1.2	Assigned To:	Starting Date:	Due Date:	Completed Date:
8.	Determine a program for the initial training of the coaches and mentor teacher.				
9.	Given the budgetary constraints, determine the number and placement of coaches and mentor teachers.				
10.	Train administrators in characteristics of effective coaches and mentor teacher and in their effective use.				
11.	Select coaches and mentor teachers for each school.				
12.	Train coaches and mentor teachers and provide continued improvement opportunities. Cross reference - 2.10				
13.	Review strategies to select those needed to solve the most immediate instructional problems in each school.				
14.	Evaluate coaches and mentor teachers based on their work habits, teacher surveys, observed teaching behavior changes, and measures of student improvement.				
15.	For the next four years the following steps will be repeated: Steps 4-8 and 12 - 14.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER:1
PLAN NUMBER: 2
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish a long term coaching model that will provide effective staff development and ongoing support to teachers so that they can implement effective instructional practices.

COSTS

BENEFITS

<p>Tangible:</p> <p>Salaries of more content coaches</p> <p>Staff development for administrators, coaches and teachers</p> <p>Teacher bonuses for effective teaching (Many of these costs may be covered through grants.)</p>	<p>Tangible:</p> <p>Improve instructional practices</p> <p>Improve student achievement in terms of higher pass rate, higher grades, and higher state test scores</p> <p>Lower dropout rate</p>
<p>Intangible:</p> <p>Difficulties usually associated with change</p> <p>Time to seek grants and complete applications</p> <p>Time for training</p>	<p>Intangible:</p> <p>Increase student involvement</p> <p>Improved student and teacher morale due to new learning behaviors and successes</p> <p>Improved community support</p>

ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 3
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Collect effective teaching and learning strategies and programs based on principles of learning to motivate and engage students to improve education.

#	ACTION STEPS 1.3	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Begin with a collection of strategies and programs outlined by the action committee.				
2.	Pre-train instructional coaches and local school team leaders in the procedures and use of a selected strategy and programs.				
3.	Campuses disaggregate data and assess student needs.				
4.	Teacher committees, working with administrators, select strategies that will meet student needs identified in the Campus Improvement Plan (CIP).				
5.	Conduct staff development for teachers in the selected strategies and programs.				
6.	Campus administrators and coaches assist school teams as they implement strategies.				
7.	Formative evaluation of strategies and their implementation will be monitored by observing student motivation and engagement along with their scores on teacher-made tests and benchmark assessments.				
8.	Summative evaluation will be based on student achievement on state tests, standardized tests, and teacher surveys.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER: 1
PLAN NUMBER: 3
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Collect an array of effective teaching and learning strategies based on established principles of learning and research that will be implemented in schools to motivate and engage students to improve education.

COSTS

BENEFITS

<p>Tangible:</p> <p>Cost of publishing lists strategies and programs together with their purpose grade level appropriateness, and indication of effectiveness based on research.</p>	<p>Tangible:</p> <p>Improve probability of consistent instruction across the District</p> <p>Promote the alignment of coaching skills with staff development to insure implementation of effective instruction.</p> <p>Provide a ready source for research validated strategies to address student needs.</p> <p>Facilitate campus improvement planning, Improve student achievement. Coordinate staff development planning with school needs.</p> <p>Give direction to the training of coaches Improve use of available resources.</p>
<p>Intangible:</p> <p>Difficulties usually associated with change.</p> <p>Personnel time to collect needed research validated strategies</p> <p>Personnel time to inventory effective programs that are currently unused in the district</p> <p>Training principals, coaches, and teachers in the existence of these programs and strategies and their potential result in solving specific instructional problems.</p>	<p>Intangible:</p> <p>Increase student involvement.</p> <p>Improved student and teacher morale due to new learning behaviors and successes</p> <p>Improved community support</p>

ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 4
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Provide staff development on best practices and professional training of district adopted programs to increase student engagement, motivation, and achievement.

#	ACTION STEPS 1.4	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Refine and select best practices for cross curricular instruction to increase achievement for all students.				
2.	Ensure teachers are held accountable to attend training session on best practices including information skills and integration of technology in the classroom.				
3.	Mandatory staff development each academic term modeling best practices on curriculum outlined in the instructional planning guides.				
4.	Create a central teacher toolkit database of cross-curricular best practices for instructional staff. (Cross Reference – 1.1)				
5.	Ensure all teachers are trained and understand the educational standards for Response to Intervention (RTI).				
6.	Provide follow up training on district adopted programs that are accessible and in operation for training sessions.				
7.	Create a Special Populations Academy to provide instructional staff with best practices to motivate and engage of all student populations.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER: 1
PLAN NUMBER: 4
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Provide personnel with staff development opportunities on evidence based practices and professional training of district adopted programs to increase student engagement, motivation, and achievement.

COSTS

BENEFITS

<p>Tangible: Providing trainers for district adopted programs.</p> <p>Staffing for Special Populations Academy</p>	<p>Tangible: District staff receives quality training and support on district adopted programs.</p>
<p>Intangible: Time for staff development and training on district adopted programs.</p> <p>Time to create teacher Tool-kit</p> <p>Time to develop Special Populations Academy</p>	<p>Intangible: Focus is on student achievement and teacher support.</p>

ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 5
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish effective mathematical practices and interventions for teachers to use to enhance the district curriculum.

#	ACTION STEPS 1.5	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Survey teachers to determine some of the biggest challenges seen in teaching math.				
2.	Student surveys will be used to get the students point-of-view as well as to develop a program to enhance student achievement in math.				
3.	Evaluate previous year's data (TAKS), benchmarks scores, and teacher made assessments to determine strengths and weaknesses.				
4.	Conduct vertical alignment on all grade levels to ensure students success in math and aid in future intervention plans.				
5.	Create an environment in which students are actively engaged in learning math.				
6.	Implement intervention math program (Possible programs: Accelerated Math/Math Recovery) that provide differentiated instruction, address a student's strength and weakness, and allow each student to be actively engaged and become successful at their own pace.				
7.	Provide professional develop to equip teachers with the tools to facilitate the intervention program.				
8.	Evaluate and analyze data bi-weekly or monthly to make the necessary adjustments to increase student performance.				
9.	Use summative math assessments to evaluate effectiveness of math interventions.				

Responsible: _____

COST BENEFIT ANALYSIS

STRATEGY NUMBER: 1
PLAN NUMBER: 5
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Establish effective mathematical practice and interventions for teachers to use to enhance the district curriculum. Interventions will actively engage students and address students that are not performing well.

COSTS

BENEFITS

Tangible:
Cost of math intervention program

Tangible:
Improve academic success for all students- remedial, average, or gifted.

Accelerated Math also gives students and teachers immediate, individualized, and constructive feedback while giving the students a confirmation of success.

Provides measurable, documented proof of the success in the class.

Intangible:
Training principals, coaches, and teachers in the existence of these programs and strategies and their potential result in solving specific instructional problems.

Intangible:
Higher promotion rate of students.

Time to conduct alignment

Time to develop survey

Time to analyze survey data

ACTION PLAN

STRATEGY NUMBER: 1
PLAN NUMBER: 6
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Design and implement an intervention model that meets the requirements of the TEA Response to Intervention (RTI) Model.

#	ACTION STEPS 1.6	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Deliver high-quality core class instruction using the RTI model which consists of curriculum alignment, lesson delivery and behavior management.				
2.	Create common planning times where feasible and necessary for interventions.				
3.	Provide staff development for the needs identified throughout the year as dynamic topics for implementation, growth and development.				
4.	Create a database for all student data that is readily available to teachers.				
5.	Train teachers and staff on how to efficiently use the database to determine individual student strengths and weaknesses.				
6.	Establish a viable assessment plan to include, but not limited to, pre-assessments at the beginning of the year and campus and district benchmarks.				
7.	Provide immediate interventions for students who have behavior, learning, and family issues in and outside of the classroom by teachers, counselors, and district staff.				
8.	Define district criteria by which students qualify for level 2 and/or level 3 interventions.				
9.	Develop follow-up schedules, feedback forms, referrals and AIPs for teachers, students, and parents who receive interventions or services.				

#	ACTION STEPS 1.6	Assigned To:	Starting Date:	Due Date:	Completed Date:
10.	Provide assistance for parents of special needs students such as: training parents on how to better assist their special needs child at home provide community assistance, counseling services, and vocational programs as early as sixth grade.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER: 1
PLAN NUMBER: 6
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: Design and implement an intervention model that meets the requirements of the TEA Response to Intervention (RTI) Model.

COSTS

BENEFITS

<p>Tangible:</p> <p>Staff to create database and maintain</p>	<p>Tangible:</p> <p>Increased student mastery</p>
<p>Intangible:</p> <p>Time to coordinate program and write IPGs for</p> <p>Time for staff development</p> <p>Time to develop assessment plan</p>	<p>Intangible:</p> <p>Higher Student promotion</p>

ACTION PLAN

STRATEGY NUMBER: 1

PLAN NUMBER: 7

DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: All students will receive daily instruction in Science using the 5-E Model.

#	ACTION STEP 1.7	Assigned To:	Starting Date:	Due Date:	Completed Date:
1.	Determine the 5-E Model implementation training requirements.				
2.	Determine budget needs for training implementation.				
3.	Determine timetables and tools to monitor 5-E Model implementation effectiveness.				
4.	Establish training and implementation schedules to be followed by teachers and staff.				
5.	Use Region 10 for the initial training and create a trainer of trainer cadre to train staff in the 5-E Model.				
6.	Implement identified instructional model.				
7.	Monitor and evaluate the effectiveness of the instructional model with the selected tools.				

Responsible:

COST BENEFIT ANALYSIS

STRATEGY NUMBER: 1
PLAN NUMBER: 7
DATE: 5/19/09

STRATEGY: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.

SPECIFIC RESULT: All students will receive daily instruction in Science using the 5-E Model.

COSTS	BENEFITS
<p>Tangible:</p> <p>Percentage of cost for the Region 10 shared services agreement science trainers.</p>	<p>Tangible:</p> <p>Increased student performance on state science measures.</p> <p>Instructional model beneficial in other contents.</p>
<p>Intangible:</p> <p>Time to coordinate the program selection</p> <p>Time to coordinate the district trainers</p> <p>Increased responsibilities for the science department</p>	<p>Intangible:</p> <p>Increased knowledge of instructional models.</p> <p>Increased active learning experiences.</p>