

# COVINGTON ISD

## HOME OF THE MIGHTY BLUE OWLS

### DISTRICT/CAMPUS EDUCATION IMPROVEMENT PLAN



**2016-2017 SCHOOL YEAR**

BOARD ADOPTED: OCTOBER 10, 2016

**Covington ISD**  
**District/Campus Education Improvement Committee**  
**2016-2017 School Year**

**Elementary Teachers:**

Letitia Pipes  
Krista Weaver

**Secondary Teachers:**

Shalest Karlicek  
Tracie Stewart

**Non-Teaching:**

April Bradshaw  
Kyla Wood

**Professional Non-Teaching:**

Kristi Abrego

**Career Tech Representative**

Ricky Burgess  
Sonya Lanham

**Appointed:**

Chairperson: Diane Innis, Superintendent  
Asst. Chairperson: Sherry Abbott, High School Principal  
Elementary Principal: Leslie Edens

**Parent Representatives:**

Eric Black  
Lucy Quesenbury

**Business Representatives:**

Charles Bryant

**Community Representative:**

Jennifer Tyra

## **Covington ISD Mission Statement**

The mission of CISD is to graduate responsible young adults with the knowledge and skills to achieve their goals by providing a learning environment that instills values, sense of purpose, and pride in our Covington owl heritage.

### **Belief Statements**

- Everyone is responsible for his or her actions.
- All people have value.
- All students have the right to a safe and orderly environment.
- Full potential is reached through proper nourishment of body and mind.
- All students can learn.
- Unity is strength.
- Learning is a lifelong process.
- Diversity enriches life.
- Respect for self and others are essential for growth.
- Success is worth extra effort.
- There are no substitutes for hard work and determination.
- Effective communication is the foundation of progress.
- Motivation ignites the desire to learn.

### **Parameters**

- We will provide a safe and secure environment in all school facilities.
- We will hold each individual responsible for his/her actions.
- We will make decisions based solely on the needs of the students.
- We will not tolerate prejudicial discrimination of any kind.
- We will retain and employ only personnel who meet performance expectations.

### **Objectives**

- By 2017-2018, 100% of our students will demonstrate mastery on all portions of the End of Courses and STAAR test at all levels.
- By 2017, 100% of all graduates will be attending a post secondary school or employed in a field of their choice within 6 months of their graduation.
- By 2017-2018, CISD will offer pre-advanced placement courses in all core curricula.

# District/Campus Improvement Plan 2016-2017

**Campus Name:** Covington School

**District Name:** Covington ISD

**School Board Goal #1:** Covington ISD has a program in place that maintains a highly competent and motivated staff with a minimal turnover rate.

**School Board Goal #3:** Covington ISD has a highly motivated parent and community involvement that is positive and productive at all levels of education for the students.

**Long Range Goal # 1 – Student Achievement:** All students at Covington School will reach their full academic and social potential and will be responsible citizens in a global society.

## Summary of Needs Assessment Findings (SW1)

### 2016 STAAR/EOC:

- STAAR District scores compared to state scores: 3<sup>rd</sup> Reading 62 to 74; 3<sup>rd</sup> Math 67 to 76; 4<sup>th</sup> Reading 73 to 77; 4<sup>th</sup> Math 87 to 74; 4<sup>th</sup> Writing 88 to 69; 5<sup>th</sup> Reading 88 to 77; 5<sup>th</sup> Math 78 to 76; 5<sup>th</sup> Science 60 to 75; 6<sup>th</sup> Reading 65 to 71; 6<sup>th</sup> Math 92 to 74; 7<sup>th</sup> Reading 89 to 72; 7<sup>th</sup> Math 72 to 71; 7<sup>th</sup> Writing 88 to 70; 8<sup>th</sup> Reading 79 to 78; 8<sup>th</sup> Math 71 to 69; 8<sup>th</sup> Science 65 to 76; 8<sup>th</sup> Social Studies 39 to 65
- EOC District Scores compared to state scores: Eng 1 87 to 63; Alg 1 93 to 81; Bio 97 to 91; Eng 2 67 to 66; US His 100 to 94
- District passing rate increased in all subject areas

### 2016 ACCOUNTABILITY SUMMARY:

- Accountability Rating: **Met Standard**
  - Index 1: **72** target 60; Index 2: **43** target 17; Index 3: **39** target 30; Index 4: **78** target 60
  - Earned distinctions in Academic Achievement in Social Studies and top 25 percent Student Progress
- System Safeguards: 90%
  - Missed Special Education Reading, Math, Writing, Science, Social Studies and all students in Social Studies
- District's attendance 96.3% compared to Quartile 1 was 96.4%
- 4 year longitudinal graduation rate was 87%
- STAAR Reading distinction 20% need 33%; STAAR Math distinction 15% need 33%; STAAR Science distinction 0% need 33%; STAAR Social Studies distinction 40% needed 33%

### 2016-2017 ACT

- Class of 2016 composite score was 18 compared to the class of 2015 was 18.3
- Class of 2016 English score was 16.9 compared to the class of 2015 was 16.8
- Class of 2016 Mathematics was 17.2 compared to the class of 2015 was 17.8
- Class of 2016 Reading was 18.6 compared to the class of 2015 was 19.5
- Class of 2016 Science was 18.56 compared to the class of 2014 was 18.5

### Documenting Evidence:

The following data was collected and analyzed for the needs assessment: STAAR/EOC results, student dropout data, student attendance, and student's scores on the ACT.

### Target Goals for 2016-2017:

STAAR passing percentage of all students in all subjects will be 90% or better.

Increase secondary students' participation in advanced classes and taking the SAT/ACT.

Increase the percentage of the students scoring at/above criterion on the SAT/ACT to the state's percentage or better.

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<b>Programs</b>							
1.1 Continue and expand services to address the needs of identified <b>G/T</b> students <ul style="list-style-type: none"> <li>• Policy/Procedures/ Notification</li> <li>• Nominations/Screening</li> <li>• Assessment</li> <li>• Professional Development: <ul style="list-style-type: none"> <li>➢ Teachers – 30 Hours</li> <li>➢ Teachers – 6 Hour Annual Update</li> <li>➢ Administrators and counselors – 6 Hours</li> </ul> </li> <li>• Program Options / Curriculum</li> </ul> <p>Offer in high school Advanced Placement classes and Pre AP classes in the four core subjects.</p> <p>Offer concurrent enrollment with Hill College</p> <p>Automatically screen for GT all students in grades K, 5, &amp; 8.</p> <p>Serve grades K—8 in pull-out</p> <p>Serve grades 9-12 pull-out and academic classes</p>	SW2 SW3 SW4 SW8	Kara Mackey Karen Plants	8/16	5/17	ESC Reg. 12 GT Funds State/local funds	Policy/procedure documents on file; Parent Communications; List of identified students/PEIMS/ Training/ Staff Development records; Assessment Records; Progress Reports; Report Card Grades; Lesson Plans; Course Offerings / Curriculum; Advanced-Level Student Products	9/16, 1/17, and 5/17
		Diane Innis, Sherry Abbott, Teachers Mackey & Plants	8/16	5/17		<p><b>Benchmark Checks:</b></p> <ol style="list-style-type: none"> <li>1) Number of identified students</li> <li>2) Number by Gender/Diversity</li> <li>3) Percentage of Mastery on Benchmark Assessments</li> <li>4) % of students graduating under DAP</li> </ol> <p><b>Program Evaluation:</b> Surveys from parents and students; STAAR; AP Scores; Local Program Evaluation</p>	
		Mackey & Plants					
		Plants & Academic Teachers					
						<b>Formative: Students are appropriately identified and served in the GT program.</b>	
<b>Programs, Continued</b>							
1.2 Continue services to identify <b>Special Education</b> students <ul style="list-style-type: none"> <li>• Policies/Procedures/Notification</li> <li>• ARD’s, annual and as needed</li> <li>• RTI</li> <li>• Implementation of CAP (Comprehensive Analysis Process) and training on each strategy</li> </ul>	SW1 SW7 SW9 SW10	Hill County Co-op Special Ed. Director Kara Mackey Sierra Rhea Bettie Saccardo General Ed.	8/16	5/17	Special Ed. State Funds  IDEA B Funds	<p><b>Benchmark Checks:</b></p> <ol style="list-style-type: none"> <li>1) Students appropriately placed in education program.</li> <li>2) Teachers implementing modifications &amp;</li> </ol>	9/16 & 1/17  9/16 &

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
>Transitional Planning >Initial testing / placement >Least restrictive environment >Related services >Annual evaluation/ follow-up • Classroom modifications • Assistive technology, as needed • Speech • Inclusion • Resource room • Self-Contained unit • OT/ PT • Content Mastery • PPCD • IEP		Teachers				accommodations.	1/17
						<b>Program Evaluation:</b> STAAR; STAAR-Alt & STAAR-A; Surveys; Local Program Evaluation; Esped	5/17
						<b>Formative:</b> Special Ed. Students are successful in the least restrictive environment.	
<b>Programs, Continued</b>							
1.3 Continue <b>Career and Technical Education/Carl Perkins</b> programs/activities: <ul style="list-style-type: none"> <li>• Policies/Procedures</li> <li>• Course Sequence</li> <li>• Coordination/Planning</li> <li>• Individual Education Program Modifications</li> <li>• Integrated Academic/CTE Courses</li> <li>• Counseling</li> <li>• Compliance with Title VI and IX</li> </ul>	SW10	Ricky Burgess  Sonya Lanham  General Ed. Teachers	8/16	5/17	Betty Penney ESC Reg. 12  Carl Perkins Funds  Career Tech State Funds	<b>Benchmark Checks:</b> 1) All students have a 4-year plan on file.  2) Integrated programs  <b>Program Evaluation:</b> STAAR; Surveys; Local Program Evaluation	9/16 & 1/17  9/16 & 1/17  5/17
1.4 Work with the ESC Region 12 in the implementation of the seven areas of focus in regard to Migrant students: <ol style="list-style-type: none"> <li>1) Identification and Recruitment</li> <li>2) Early Childhood</li> <li>3) Parental Involvement (Parent Certificate)</li> </ol>	SW10	Registrar	8/16	5/17	Yolanda Rollins ESC Reg. 12	NGS Student Records; Staff Development; Assessment Records; Course Credits; Forms; Policies/ Procedures; Progress Reports; Report Card Grades	

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4) Secondary Credit Accrual 5) Graduation Enhancement 6) New Generation System 7) Migrant Services Coordination <ul style="list-style-type: none"> <li>• Services Provided               <ul style="list-style-type: none"> <li>✓ Forms (English/Spanish)</li> <li>✓ Monitoring (Program &amp; Retention)</li> <li>✓ Intervention Strategies</li> </ul> </li> <li>• Priority for Service</li> </ul>						<b>Benchmark Checks:</b> 1) Number of identified Migrant Students 2) Parent Advisory Council identified 3) Identification of 3 and 4 yr. olds  <b>Program Evaluation:</b> Annual Performance Report; Migrant Application/Form required at Title I, Part A Schoolwide Campuses	9/16; 5/17  9/16; 5/17 9/16; 5/17  5/17
1.5 Continue programs/services for students identified with <b>Dyslexic</b> tendencies: <ul style="list-style-type: none"> <li>• Policies/Procedures/Notification</li> <li>• Parent Notification/Consent</li> <li>• Identification/Student Assessment               <ul style="list-style-type: none"> <li>○ Woodcock-Johnson Rdg Mastery Test (WRMT)</li> <li>○ CTOPP</li> <li>○ TWS</li> </ul> </li> <li>• Program/Activities</li> <li>• Staff Development</li> <li>• Early Identification</li> <li>• Accommodations</li> <li>• RTI</li> </ul>	SW2 SW3 SW4 SW8	Sherry Abbott Leslie Edens Kara Mackey	8/16	5/17	ESC Reg. 12  Title 1 SCE Funds	<b>Benchmark Checks:</b> 1) List of identified students  2) Certificate of training  <b>Program Evaluation:</b> STAAR; Surveys; Pre/Post Testing; Local Program Evaluation ; Dyslexia Intervention Program	9/16 & 1/17  5/17  5/17
						<b>Formative:</b> Students will show growth from previous years.	
1.6 Provide programs/activities to serve identified <b>At-Risk</b> students: <ul style="list-style-type: none"> <li>• Policies/Procedures/ Notification</li> <li>• Student Identification</li> <li>• Program Activities</li> </ul>	SW4 SW7 SW9 SW10	Diane Innis Sherry Abbott Leslie Edens Kristi Abrego Kara Mackey	8/16	6/17	ESC Reg. 12  SCE Funds	<b>Benchmark Checks:</b> 1) List of identified At- Risk students	10/16

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Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
STAAR Remediation Classes After School Tutorials Mandatory Tutorials <ul style="list-style-type: none"> <li>• Staff Development               <ul style="list-style-type: none"> <li>○ At-Risk Criteria</li> <li>○ Services/Programs</li> <li>○ Confidentiality</li> </ul> </li> <li>• Pregnancy Related Services</li> </ul>		Pam Jean			Title 1 Funds  Gear-up Funds  Student Success Initiative	2) Intervention plans for At-Risk students  <b>Program Evaluation:</b> STAAR; Pre/Post Testing; Local Program Evaluation; Curriculum Based Assessments; Benchmarks	10/16   05/17
1.7 Provide programs/activities to serve identified <b>504</b> students: <ul style="list-style-type: none"> <li>• Policies/Procedures/Notification</li> <li>• Parent Notification</li> <li>• Consent Identification</li> <li>• Student Assessment</li> <li>• Staff Development</li> <li>• Intervention Strategies</li> <li>• Accommodations</li> </ul>	SW2 SW3 SW4 SW8	Kara Mackey Edens Abbott Teachers	8/16	5/17	State/Local Funds ESC 12	Interventions Observations Surveys STAAR results Tutorials	1/17 5/17
1.8 Continue Pre-kindergarten and Kindergarten programs and activities for the young learner and their parents: <ul style="list-style-type: none"> <li>• Policies/Procedures</li> <li>• Pre-K-Kinder Notification (English and Spanish)</li> <li>• Student Assessment</li> <li>• Program/Activities</li> </ul>	SW6 SW10 SW8 SW7	Leslie Edens  Teachers	8/16	5/17	ESC Reg. 12 SCE Funds  Local Funds	<b>Benchmark Checks:</b> 1) Class rosters  2) Test results  <b>Program Evaluation:</b> Pre/Post Testing; Local Evaluation of Program; CLI Engage	9/16  9/16 & 1/17  5/17
<b>Homeless Program</b>							
1.9 Provide services to identified homeless students: <ul style="list-style-type: none"> <li>• Policies/Procedures</li> <li>• Identified Homeless Liaison</li> <li>• Student Identification</li> </ul>	SW8 SW9 SW10	Kristi Abrego	8/16	5/17	ESC Reg. 12  Title I funds Local Churches	<b>Benchmark Checks:</b> 1) List of identified students	9/16—5/17

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs



Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> <li>Programs/Services Qualifies for free lunch</li> </ul>					SCE Funds		
<b>Curriculum/Instruction</b>							
<p>1.10 Provide an enriched curriculum that is scientifically research-based to insure academic success for all students in all subjects areas</p> <p>Early Intervention reading program established and serving students.</p> <ul style="list-style-type: none"> <li>Reading Specialist</li> <li>3 Tier program</li> <li>DIBELS</li> </ul> <p>K—3 students will be assessed on the TPRI 1—3 students will be assessed on the STAR Math 1-- 6 STAR Reading</p> <p>Advanced classes in core subject areas</p> <p>Edmentum Wake-up and read with parent, community and staff involvement during November and March.</p> <p>DIBELS</p>	SW2 SW3 SW4 SW8 SW9          SW6	Sherry Abbott Leslie Edens Diane Innis K-12 Teachers  Kara Mackey  Mackey & K-3 Teachers K-3 teachers  Pam Jean  HS Teachers  Lanham  Karen Plants  K—4 teachers	8/16          9/16  9/16  8/16  8/16	5/17          5/17  5/17  5/17  5/17	CSCOPE-- ESC Reg. 12    SCE Funds  Title 1 Funds  State funds	<b>Benchmark Checks:</b>  1) Class rosters  Training certificates Sign-in sheets  Test results  Student transcripts  Sign-in sheets  Class rosters	9/16-4/16  9/16  9/16—5/17  1/17 & 5/17  9/16--5/17
<b>Mastery Activities</b>							
<p>1.11 Continue to provide opportunities for students not mastering required objectives to acquire needed skills:</p> <ul style="list-style-type: none"> <li>Tutorials</li> <li>Content Mastery</li> <li>CAMP Class</li> </ul> <p>1/12 Implement strategies to address System Safeguard missed in Special Ed. reading</p> <ul style="list-style-type: none"> <li>Gather data</li> <li>Conduct data analysis</li> <li>Determine root cause</li> <li>Prioritize district needs</li> <li>Implement tutoring program</li> </ul>	SW2 SW6 SW9 SW10	Diane Innis Sherry Abbott Leslie Edens Saccardo/Rhea Teachers	8/16	5/17	Title 1 SCE Funds Gear-Up Funds Spec. Ed. Funds	<b>Benchmark Checks:</b> 1) Sign-in sheets 2) Benchmark tests 3) CBA'S	9/16--6/16

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Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative: STAAR passing scores will increase. Percentage of students passing classes will increase.	
<b>Staff Development</b>							
1.13 Provide appropriate staff development to meet the needs of all staff. <ul style="list-style-type: none"> <li>• TEKS Resource System training</li> <li>• New Teacher Orientation</li> <li>• Technology Teacher training <ul style="list-style-type: none"> <li>○ Grade Book</li> <li>○ Oncourse Lesson Plans</li> <li>○ Video Streaming</li> <li>○ Attendance</li> </ul> </li> <li>• Instructional Strategies for Struggling Students</li> <li>• Study Island</li> <li>• Crisis Management Plan</li> <li>• Discipline Management and Procedures</li> <li>• Campus/District Improvement Planning</li> <li>• Sexual Abuse Prevention and Recognition of Maltreatment of Children</li> <li>• Teachers content area conferences</li> <li>• Blood Borne Pathogen</li> <li>• Anti-Bullying</li> <li>• Suicide Prevention</li> <li>• CPR</li> <li>• RTI</li> <li>• Lexia</li> <li>• Edmentum</li> <li>• Eduware</li> <li>• Dyslexia</li> <li>• ARD training</li> <li>• Guided Reading K-6</li> <li>• Crisis Management</li> </ul>	Sw3 SW4	ESC 12 Leslie Edens & Sherry Abbott Sonya Lanham  Susan Keen Abbott /Edens  Brandi Hodge  M. Lopez  Pam Jones	8/16	8/16	Local Funds   Special Ed. Funds  Local Funds  Local Funds Title 1, ESC 12 Local Funds	Certificates, sign-in sheets, and evaluations   Certificates Sign-in sheets	1/17   1/17 &5/17
<b>Assessments</b>							

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
1.14 Based on teacher input, develop/administer appropriate assessments to monitor student progress <ul style="list-style-type: none"> <li>See testing calendar</li> </ul>	SW8	Diane Innis Sherry Abbott Leslie Edens Kara Mackey Pam Jean Teachers	8/16	5/17	Title 1 Funds Local Funds	Benchmark test results  CBA's	1/17 & 5/17
<b>Dropout Prevention</b>							
1.15 Continue to provide Dropout Prevention strategies/activities: <ul style="list-style-type: none"> <li>Night School Classes</li> <li>Credit by Exam</li> <li>Correspondence Classes</li> <li>Credit Recovery</li> <li>TXVSN Classes</li> </ul>	SW2 SW9 SW10	Sherry Abbott Kristi Abrego Teachers	8/16	5/17	State Funds SCE Funds Title 1 Funds Gear-up Funds	0 dropouts will be maintained  Awarded Credit	6/16
<b>Technology Uses</b>							
1.16 Continue to expand the use of technology for instruction and educational management <ul style="list-style-type: none"> <li>Provide chrome books for all students grades 7—12</li> <li>Provide tablets for all students grades PreK--6</li> </ul>	SW10	Lanham & Teachers	8/16	5/17	ESC Reg. 12 Gear-Up Funds Local Funds REAP Funds	Lesson Plans Technology inventory	1/17 & 5/17
						<b>Formative:</b> Increased STAAR scores	
<b>Clubs/Organizations</b>							
1.17 Provide campus clubs and organizations for student involvement and leadership development <ul style="list-style-type: none"> <li>NHS, Jr NHS, &amp; NEHS</li> <li>HS &amp; Elem. Student Council</li> <li>FFA</li> <li>Athletics</li> <li>Band</li> <li>UIL Academics</li> </ul>	SW10	Sponsors of organizations	8/16	5/17	State/local funds	Club rosters List of activities	1/17 & 5/17
<b>Support Systems</b>							
1.18 Utilize support / technical assistance from sources listed below: <ul style="list-style-type: none"> <li>School Support Team</li> </ul>	SW5	Diane Innis Sherry Abbott Leslie Edens	8/16	5/17	ESC Reg. 12  Gear Up		5/17

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
<ul style="list-style-type: none"> <li>College Universities</li> <li>ESC 12</li> </ul>		Kristi Abrego					
1.19 Implement plan for maintaining requirements for staff qualifications/certification: <ul style="list-style-type: none"> <li>All Teachers – Highly Qualified</li> <li>All Paraprofessionals – Certified</li> </ul>	SW3 SW5	Diane Innis  Lisa Nivens	8/16	5/17	Title 1 Funds State/local funds	List of highly qualified teachers and paraprofessionals	5/17  5/17
						<b>Formative:</b> Increased percentage of highly qualified teachers and paraprofessionals	
<b>Planning Opportunities</b>							
1.20 Provide various opportunities for the staff and others to be involved in planning for campus improvement <ul style="list-style-type: none"> <li>DEIC</li> <li>Health Advisory Committee</li> <li>Departmental committees</li> </ul>	SW1 SW6	Diane Innis Sherry Abbott Leslie Edens Brandi Hodge	8/16	5/17		DEIC meetings schedule and minutes Faculty Meetings Health Advisory minutes	5/17
<b>Higher Education (JH &amp; HS)</b>							
1.21 Provide information on higher education opportunities: <ul style="list-style-type: none"> <li>Admission and Financial Aid Opportunities</li> <li>Texas Grant &amp; Teach for Texas Grant</li> <li>Curriculum Choices</li> </ul>	SW2 SW10	Kristi Abrego	8/16	5/17	TEA website State/local funds Newspaper/Tabloid Hill College Baylor University College Night GEAR Up	Student handbook  Tabloid  Hand-outs  GEAR Up Center	5/17
<b>Attendance</b>							
1.22 Continue strategies/activities to assure high student attendance <ul style="list-style-type: none"> <li>Call parents when student is absent</li> <li>Incentive drawings each semester</li> </ul>	SW9	Sherry Abbott Leslie Edens Robbie Frazier Shannon McLain	8/16	5/17	State/local funds	Attendance reports compared to the previous year reports.	1/17  5/17

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> <li>Continue use of truancy officer</li> <li>Outline and implement plan for new truancy law</li> <li>Attend Dance Prek-3</li> </ul>							
						<b>Formative:</b> Attendance rate is higher than previous year's.	
<b>Recognition</b>							
1.23 Continue multiple opportunities to recognize student/staff success <ul style="list-style-type: none"> <li>End of year banquets</li> <li>Elementary student awards program</li> <li>Secondary student awards program</li> <li>Teacher appreciation week</li> <li>Teacher of the Grading Period</li> <li>Volunteer/Senior/Staff appreciation luncheon</li> <li>Owl Standing Student</li> </ul>		Sponsors Leslie Edens Sherry Abbott Lisa Nivens Diane Innis	8/16	5/17	Local Funds	List of recipients	5/17
<b>Federal Requirements</b>							
1.24 Ensure compliance with the requirements of Title IX (Sexual Discrimination) <ul style="list-style-type: none"> <li>Posted Notice</li> <li>Student/ Staff Handbooks</li> <li>Parent Rights Booklets</li> </ul>	SW6	Diane Innis Sherry Abbott Leslie Edens	8/16	5/17	Title 1	Notices; Student/Staff Handbooks; Parent Rights Booklets; Application Form	8/16; 1/17; 5/17
1.25 Ensure compliance with the requirements of Title VI (Civil Rights) <ul style="list-style-type: none"> <li>Posted Notice</li> <li>Application Form</li> <li>Student/Staff Handbooks</li> <li>Parent Rights Booklets</li> </ul>		Diane Innis Sherry Abbott Leslie Edens	8/16	5/17	Title 1 State/local funds	Notices; Application Form; Student/Staff Handbooks; Parent Rights Booklets	8/16; 1/17; 5/17
						<b>Formative:</b> All federal program requirements are followed.	
1.26 Ensure that all students and parents are informed of their rights and responsibilities <ul style="list-style-type: none"> <li>Student Handbook</li> <li>Parent Involvement Policies and Practices</li> </ul>	SW6	Sherry Abbott Leslie Edens	8/16	5/17	Title 1 State/local funds	Student Handbook; Parental Involvement Policies; School/Parent Compact; Parents Right To Know Notification; Parent Rights	8/16; 1/17; 5/17

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> <li>School/Parent Compact</li> <li>Parents Right-to-Know</li> <li>Parent Rights Booklets</li> </ul>			6/16	6/16		Booklets	6/16
						<b>Summative:</b> <ul style="list-style-type: none"> <li>STAAR scores</li> <li>ACT scores</li> <li>TPRI Scores</li> <li>TAPR Data</li> </ul>	5/17
1.27 Ensure that all activities are implemented for the ACE (21 <sup>st</sup> Century Grant) program. <ul style="list-style-type: none"> <li>After School and Summer Program</li> <li>Enrichment Activities</li> <li>Provide Adult Advocates</li> <li>Provide ongoing assessments for students</li> <li>Provide training opportunity for staff</li> </ul>	SW1 SW6 SW10	Schreiber	9/16	7/16	21 <sup>st</sup> Century Grant ESC 12	Student Grades STAAR test results Student Attendance Student Behavior Promotion rates Graduation rates	1/17  7/16
1.28 Ensure that all strategies and activities are implemented for the Accountability Intervention Plan. <ul style="list-style-type: none"> <li>Implement TEKS aligned instruction in writing at all grade levels using research-based instructional strategies</li> <li>Implement a system of incremental assessments to monitor and respond to assessed student learning needs throughout the school year</li> <li>Implement a “backward design” model of planning instruction for grades 5 &amp; 8 science classrooms</li> <li>Implement a “backward design” model of planning instruction for grade 8 Social Studies</li> </ul>	SW1 SW2 SW3 SW4 SW8 SW9	Abbott Edens Teachers	10/16	6/16	Title 1 State/Local funds	Quarterly reports	1/17 7/16

**School Board Goal #2:** Covington ISD has a community that is aware of and supportive of our school’s programs and funding.

**School Board Goal #3:** Covington ISD has a highly motivated parent and community involvement that is positive and productive at all levels of education for the students.

**School Board Goal #5:** Covington ISD has an innovative communications program that strives to inform and educate parents and community members.

**Long Range Goal #2: Parent/Community Involvement:** All parents, community members, and educators at Covington ISD will be active partners in the education of our students.

**Summary of Needs Assessment Findings:**

There is a need to maintain parent/community involvement.

**Documenting Evidence: (Data Collected/Analyzed)**

A high percent (75%) of parents attend school activities and parent conferences. The parent survey reveals that 98% of parents agree that CISD provides ample opportunity for parents to be involved in their child’s education. The parent survey reveals that 98% of parents agree that CISD keeps them informed about their child’s progress and grades. The parent survey reveals that 91% of parents agree that CISD keeps them well informed about programs and activities. The parent survey reveals that 96% of parents feel comfortable talking to the staff; and the staff is willing to help them. The parent survey reveals that 89% of the parents believe that CISD provides opportunities for students to excel in areas of individual strengths or talents and recognizes their individual abilities.

**Target Goals for 2016-2017:**

Maintain a parent-teacher-student organization to support the school and staff.  
Parent/student orientations to facilitate transitions from Pre-K, and Early Childhood to Kindergarten and 6<sup>th</sup> to 7<sup>th</sup> grade. A 20% increase in number attending Parents, Teachers, Kids Organization meetings and programs.

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
<b>Communication</b>							
2.1 Continue numerous approaches to assure open communication between the school and home <ul style="list-style-type: none"> <li>• Monthly calendar               <ul style="list-style-type: none"> <li>○ Fax a copy to the 3 local churches &amp; city hall</li> </ul> </li> <li>• Website               <ul style="list-style-type: none"> <li>Update with student involvement activities</li> </ul> </li> <li>• Board Agendas               <ul style="list-style-type: none"> <li>○ Posted on website</li> </ul> </li> <li>• Progress Reports issued to all students at 3 weeks (require parents to sign &amp; return for student award)</li> <li>• Report Card Conferences</li> <li>• Parent, teacher, and student surveys</li> <li>• E-mails for parents</li> <li>• Messages on Marquee Sign</li> <li>• School Messenger Program</li> <li>• Parent Portal</li> </ul>	SW6	Diane Innis Sherry Abbott Leslie Edens  Principals secretary  Sonya Lanham Lisa Nivens Teachers  Edens, Elem.Teachers Abrego/Mackey McFarland Lisa Nivens  Teachers Wood	8/16	5/17	Title 1 funds State/local	Newsletters; Website; Progress Reports; Report Cards; Surveys              Parent up to date on students' grades and attendance	9/16; 1/17; 5/17
<b>Teacher /Parent Conferences</b>							
2.2 Conduct teacher/parent conferences as needed 2.3 Report Card conferences 1 <sup>st</sup> - 6 wks and 4 <sup>th</sup> - 6 <sup>th</sup> weeks	SW6	Sherry Abbott Leslie Edens Edens Teachers	8/16	5/17		Notes from conferences Appointment schedules	9/16; 1/17; 5/17
<b>Involvement Opportunities</b>							
2.4 Continue opportunities for parents and community members to be actively involved in the programs of the school	SW6	Sherry Abbott Leslie Edens	8/16	5/17	ESC Reg. 12  Title 1	List of members	9/16



Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> <li>Public school week</li> <li>Grandparents' Day</li> <li>Community Sponsors</li> <li>Mentors/Tutors</li> <li>Encourage community involvement i.e. Life stories, careers, reading to students, job shadowing</li> <li>Ag Boosters</li> <li>Athletic Boosters</li> <li>National Honor Society</li> <li>Parents</li> <li>ACE Program</li> <li>Watch Dogs</li> <li>Strong Fathers' Program</li> <li>PTO</li> </ul>		Scheiber  Jordan					
						<b>Formative:</b> Parents will be informed and parent participation will increase.	
<b>Training/ Information Sessions</b>							
2.5 Provide numerous opportunities for sharing information or training with parents 2.6 ACE parent training 2.7 Implement the Ready Rosie program for PreK-1 2.8 Implement the Bringing-up program for 1-3	SW6	Sherry Abbott Leslie Edens  Scheiber Edens  Edens	8/16	5/17	ESC Reg. 12 Special Ed	List of trainings and meetings	9/16; 1/17; 5/17
<b>Planning Opportunities</b>							
2.9 Provide opportunities for parents and community members to be involved in the planning process <ul style="list-style-type: none"> <li>SBDM Committee</li> <li>Strategic Planning Process</li> <li>Parent Involvement Policy</li> <li>School/Parent Compact</li> <li>School Health Advisory Committee</li> </ul>	SW6	Diane Innis Sherry Abbott Leslie Edens  Brandi Hodge	8/16	5/17	Title 1 Local Funds	Committee members School/Parent Compacts	9/16; 1/17; 5/17

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
<b>Partnerships</b>							
2.10 Continue /expand partnerships with local businesses and organizations <ul style="list-style-type: none"> <li>Recognize businesses for their involvement</li> </ul>		Diane Innis Sherry Abbott Leslie Edens	8/16	5/17	Title 1	Partner agreements	9/16; 1/17; 5/17
<b>Surveys</b>							
2.11 Disseminate a parent survey to collect information /input for planning and school improvement	SW6	Kristi Abrego	2/16	2/16	Title 1	Completed surveys	5/17
<b>Parent Organizations</b>							
2.12 Include parent input for school in existing organizations <ul style="list-style-type: none"> <li>Ag Boosters</li> <li>Athletic Boosters</li> <li>PTO</li> <li>ACE</li> </ul>		Bush/ Burgess Steele Jordan Scheiber	8/16	5/17		Agendas Minutes from meetings  <b>Formative:</b> Increased parent participation, reduced failures, increase in numbers passing STAAR.	5/17

**School Board Goal #4:** Covington ISD has adequate financial support and a budget to update school facilities.

**Long Range Goal # 3 – Safe and Orderly Environment:** Covington ISD will have a safe, orderly environment that promotes successful student learning.

Summary of Needs Assessment Findings:

No guns were brought on the campus during the previous year. There were 101 incidences that led to in school suspension compared to 135 in the previous year. 5 behavior incidents that led to students being in out of school suspension compared to 4 in the previous year. 5 behavior incidents of a student being expelled and placed in JJAEP compared to 0 incidents the previous year. 11 students had zero absences compared to 29 last year. Attendance rate for the year was 96.3% up from 96%. The Safe & Drug Free Survey (SDFS) revealed that 94% of students feel safe when at school. The SDFS revealed that 43% of the students have been picked on more than once this school year. The SDFS revealed that 86% of the students never use tobacco, alcohol, or drugs. The SDFS revealed that 3 students have brought tobacco, alcohol, illegal drugs, and gun to school and 5 students have brought a knife to school. The SDFS revealed that 76% of the students feel that their teachers respect them. The SDFS revealed that 96% of the students feel that they respect their teachers.

Documenting Evidence: (Data Collected/Analyzed)

Gun Free report to TEA  
PEIMS 425 records  
Discipline referrals  
Student Safe and Drug Free Survey

Target Goals for 2016-2017 School Year

Reduction in behavior problems that are referred to the office. Reduction in absences and tardiness.

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						<b>Formative:</b>	
<b>Discipline Management</b>							
3.1 Revise/improve the campus: <ul style="list-style-type: none"> <li>• Student Code of Conduct</li> <li>• Student Handbook</li> </ul>	SW9	Sherry Abbott Leslie Edens	8/16	5/17	State/local funds	Campus/District Discipline Plan; Code of Conduct; Student Handbook; Signed Acceptance Forms	9/16; 1/17; 5/17
<b>Crisis Mngt./Violence Prevention</b>							
3.2 Identify/maintain <ul style="list-style-type: none"> <li>• Crisis Management/Response Plan</li> <li>• Crisis Response Team/Training</li> <li>• Staff Orientation to Emergency Drills: Building Evacuation (Fire); Shelter In Place (Tornado); Lockdown; Evacuation</li> <li>• Crisis Intervention Training for all staff</li> </ul>	SW9	Sherry Abbott Hodge  Covington Fire Dept.	8/16	5/17	ESC Reg. 12  Local Funds  Covington Fire Dept.	Crisis Response Team Membership List; Meeting Agendas/Sign-in Sheets; Staff Development; Crisis Plan; Drills	9/16; 1/17; 5/17
<b>Facilities</b>							
3.3 Annual upkeep and improvements on the campus facilities <ul style="list-style-type: none"> <li>• Playground rules implemented &amp; post rules at the playground</li> <li>• Age appropriate signs for playground</li> <li>• Age appropriate playground equipment</li> </ul>		W. Williams Lisa Nivens Diane Innis  Edens Mackey Teachers	8/16	5/17		Campus facilities maintained	5/17
<b>Climate Issues</b>							

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
3.4 Continue to encourage and develop a positive and nurturing climate for students, parents, and teachers <ul style="list-style-type: none"> <li>• Continue new “Freedom From Bullying” policy FFI LOCAL</li> <li>• Train staff on the law</li> <li>• Policy/procedures in employee and student handbook</li> <li>• How to report bullying is posted on the district’s website and post a sign in each building</li> <li>• Reporting of child abuse and neglect</li> </ul>	SW10	Diane Innis Sherry Abbott Leslie Edens Brandi Hodge Kristi Abrego	8/16	5/17	State/local funds	Survey results  Sign-in sheets	5/17
<b>Surveys</b>							
3.5 Continue to administer surveys: <ul style="list-style-type: none"> <li>• Teacher</li> <li>• Student</li> <li>• Parent</li> <li>• Safe &amp; Drug Free</li> <li>• Health Week Surveys</li> </ul>	SW1	Kristi Abrego Kara Mackey  Brandi Hodge	2/16	2/16	Title 1	Surveys; Compilation of Results; Action Plan	5/17
						<b>Formative:</b> 90% of the surveys are positive	
<b>Safety Issues</b>							

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
3.6 The campus will conduct monthly disaster drills <ul style="list-style-type: none"> <li>• Fire</li> <li>• Tornado</li> <li>• Violence</li> </ul>	SW10	Sherry Abbott	8/16	5/17		Calendar will show completed drills	1/17; 5/17
3.7 Maintain building security <ul style="list-style-type: none"> <li>• Locked classrooms</li> <li>• Visitor sign-in/badges</li> <li>• Student/Teacher sign-out</li> <li>• Campus fenced so that there are only 2 entrances</li> <li>• Entrances are buzz-in only during the school day</li> </ul>		Sherry Abbott Leslie Edens	8/16	5/17		Badges Sign-in/out lists	1/17; 5/17
3.8 Maintain a safe traffic flow for students <ul style="list-style-type: none"> <li>• Drop-off and pick-up</li> <li>• Parent Communications</li> <li>• Traffic Signs</li> <li>• Entry and exit signs for parking lot</li> </ul>		Leslie Edens Sherry Abbott	8/16	5/17		One way street, Drop off signs, & One way signs	1/17; 5/17
3.9 Maintain an intercom system between classrooms and office for emergency situations		Diane Innis	8/16	5/17		Working intercom system	1/17; 5/17
3.10 Ensure student safety by contacting parents when a child is absent		R Frazier S. McLain	8/16	5/17		Phone logs	1/17; 5/17
3.11 Maintain Child Sleep monitors and strobe lights on all buses		Willie Williams	8/16	12/16		Monitors and lights on buses	1/17; 5/17
3.12 Add video cameras to route buses		Diane Innis			TASB Grant	Cameras on buses	1/17; 5/17

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						<b>Formative:</b> Students are safe while at school.	
<b>Safe/Drug-Free Schools and Communities Activities</b>							
3.13 Continue S/DFSC activities on campus <ul style="list-style-type: none"> <li>Needs Assessment</li> <li>Strategies (based on identified needs)</li> <li>Comprehensive Program</li> <li>Student agendas/grades 3--6</li> <li>Character education</li> <li>Red Ribbon Week</li> <li>Health Week</li> </ul>	SW10	Sherry Abbott Leslie Edens  Kristi Abrego	8/16	5/17	ESC Reg. 12  Title 1	Program implemented	9/16; 1/17; 5/17
3.13 Continue other complementary activities on campus <ul style="list-style-type: none"> <li>Character Education</li> <li>Service Learning</li> <li>Life Skills</li> <li>Peer Mediation</li> <li>Continue procedures addressing dating violence in school</li> <li>Participate in Dating Violence Prevention Week</li> </ul>	SW10	Brandi Hodge  Kristi Abrego Teachers  Kristi Abrego	8/16	5/17	ESC Reg. 12 Title 1  Advocacy Center  Child Advocacy Center		5/17
						<b>Program Evaluation:</b> Title IV Safe and Drug Free Evaluation; Local Program Evaluation; PEIMS 425 Record	

**Long Range Goal #4:** Develop curricula and services that insure every graduate will have the tools to achieve their post-graduation goals.

**Summary of Needs Assessment Findings:**

84% of the 2014 class graduated under the State Recommended Program.

63% of the 2014 class compared to the state's 29% in English Language Arts and 49% of the 2014 class compared to the state's 42% in math for the Advanced course completion.

47% of the class of 2014 was considered college ready in both English and Math.

28.6% of the Class of 2014 scored at/above ACT criterion

Class of 2016 composite score for ACT was 18 compared to the State of 20.6

**Documenting Evidence: (Data Collected/Analyzed)**

ACT/SAT scores

Percentage of students receiving scholarships to post-secondary schools.

2014-2015 TAPR report

**Target Goals for 2016-2017:**

Increase scholarship opportunities for the students.

Increase percentage of college ready graduating students to 75%.

Students' average scores on the ACT will be 21 or higher and the students' average score on the SAT will be 1000 or higher.



Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4.1 Increase scholarship opportunities for the students: <ul style="list-style-type: none"> <li>• Offer instruction on how to fill out scholarship forms.</li> <li>• Students will conduct college visits</li> <li>• Continue the scholarship/financial aid link on the school’s website</li> <li>• Counselor will conduct college information seminars</li> <li>• Issue to all seniors “Compendium of TX Colleges &amp; Financial Aid Calendar</li> <li>• Provide Internet Scholarship search</li> </ul>		Kristi Abrego	8/16	5/17	Local funds		1/17; 5/17
		Tracie Stewart	8/16	5/17			1/17; 5/17
		Bettie Saccardo	8/16	5/17			1/17; 5/17
		Ricky Burgess	8/16	5/17			1/17; 5/17
		Emily Crisp	9/16				
						<b>Formative:</b> More scholarships will be received by students	
4.2 Students will have acceptable scores on the ACT/SAT: <ul style="list-style-type: none"> <li>• Students will take the PSAT during their junior year.</li> <li>• Counselor will disseminate information on ACT/SAT to the students</li> <li>• Offer ACT/SAT College Prep Class to 11<sup>th</sup> graders</li> </ul>		Kristi Abrego	10/16	5/17	Local Funds	Test results	1/17; 5/17
		Sherry Abbott	8/16	5/17	Gear-up Funds Local Funds	Handouts	1/17;5/17
		Shalest Karlicek	8/16	5/17		Class Rosters, Report Cards	1/17; 5/17
						Class Rosters	
						<b>Formative:</b> ACT/SAT scores compared to the state’s scores.	

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4.3 Students will have the opportunity to graduate with college credit: <ul style="list-style-type: none"> <li>• 10<sup>th</sup>, 11<sup>th</sup> &amp; 12<sup>th</sup> grades take the TSI</li> <li>• Remediation offered for students who do not pass the TSI</li> <li>• Eligible students register for college classes</li> <li>• District will pay for up to two classes per semester at Hill College</li> <li>• Transportation will be provided</li> </ul>		Innis Abbott  Abrego	8/16	5/17	State Funds Local Funds Gear-up Funds	TSI Scores  Student class schedules       Paid invoices       <b>Formative:</b> Students will graduate from high school with college credit.	1/17; 5/17

<b>Initiatives: Strategies/steps</b>	<b>Schoolwide Component</b>	<b>Person Responsible</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource</b>	<b>Evaluation (Documentation/Assessment)</b>	<b>Benchmark Dates</b>
<p>4.4 Students will have life skills for the adult world.</p> <ul style="list-style-type: none"> <li>• Students will learn how to develop a budget &amp; savings</li> <li>• Students will learn how to balance a checkbook.</li> <li>• Students will learn how to estimate monthly housing expenses.</li> <li>• Students will complete a project in investing in the stock market.</li> <li>• Students will complete a project where they will figure the expenses in having a baby.</li> <li>• Students will complete a project where they will choose a college and calculate all of the expenses of attending that college.</li> <li>• Information Expo, Financial Aide presentation, College information tables</li> <li>• Students learn how to manage personal debt</li> <li>• Career Cruising</li> </ul>		Innis Abbott	8/16	5/17			
		Bettie Saccardo					
		Cody Bush Math Teachers	8/16	5/17	Economics class Ag Science class	Student products	
	Sherry Abbott Kristi Abrego Scheiber	2/16	2/16			<b>Formative:</b> Students will have an understanding of what is required to live on their own.	
	Abrego						

**Covington ISD  
District/Campus Improvement Plan  
Program Expenditures**

**2016-2017**

Local/State	2,919,908
State Compensatory	143,458
Career & Technology	161,977
Special Education	360,285
Gifted & Talented	6,802
Bilingual/ESL	1,100
Food Service	172,797
Title 1, Part A	54,878
REAP	20,000
Title 2, Part A	14,377
21 <sup>st</sup> Century	64,875
<b>TOTAL</b>	<b>\$3,920,457</b>