

2015-16 District Improvement Plan

Sunnyvale Independent School District

District Name

Goals and Strategies

Subject Area: Student Achievement

District Priority: Sunnyvale ISD will provide engaging, research-based instruction that meets the diverse needs of our students through the integration of TEKS-based curriculum and technology-rich environments. Students will demonstrate academic growth and future-readiness through the development of communication, critical thinking, collaboration, and creativity skills.

Campus Performance Objective:

Formative Evaluation:

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
1 Utilize Professional Learning Communities (PLCs), Grade Level/Dept Teams, and Vertical Dept Teams for curriculum alignment, identification of research-based instructional tools, data analysis, and collaborative lesson design to meet individual student needs	Administrators and Teachers	Ongoing	Documentation/notes from PLC/team meetings	personnel and substitute teachers for PLC days	1000-1999: Certificated Personnel Salaries	General Fund	
2 Monitor and update a coordinated curriculum that aligns with state standards and provides a conceptually bundled scope/sequence, TEKS interpretation/guidance, and support for instructional staff	District and Campus Administration	Ongoing	Lesson plans, PLCs, and appraisal documentation		5000-5999: Services And Other Operating Expenditures	TEKS Resource System (TRS)	
3 Purchase supplemental print and digital resources which enhance student understanding of content and allow for relevant experiences in the classroom	Administrators	Ongoing	Record of purchases and student data		4000-4999: Books And Supplies	IMA Title III General Fund	
4 Develop college-ready learners through implementation of college readiness standards (CCRS), common academic vocabulary, providing programs/courses that encourage college entrance, and offering college preparation courses (SAT/ACT vocabulary, career readiness courses, career and technical education and dual-credit courses)	Administrators, FR Coordinator, Counselors, and Principals	Ongoing	Review of lesson plans and courses offered at the middle/high school levels		4000-4999: Books And Supplies	General Fund High School Allotment	
5 Increase student engagement through the design of TEKS-based, relevant learning experiences (Engaged Learning training and coaching support for teachers)	Administrators and instructional staff	June 2015 and ongoing	eStudio collaboration/feedback and classroom walk-throughs		1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures	General Fund Title II Part A: Improving Teacher Quality	

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
6	Conduct classroom walk-throughs in order to personalize instructional support for teachers and students	District and Campus Administrators	Ongoing	Eduphoria, student data, and iGrow appraisal data	5000-5999: Services And Other Operating Expenditures	General Fund	
7	Provide intervention programs that support academic growth for all students (RTI, Raider Labs, small-group intervention, tutoring, and in-class support)	Administrators and Instructional Specialists	Beginning in August, 2015	Attendance Log and Progress Monitoring data	1000-1999: Certificated Personnel Salaries 4000-4999: Books And Supplies 5000-5999: Services And Other Operating Expenditures	Title I State Compensatory General Fund	
8	Utilize research-based progress monitoring tools to identify students in need of intervention and to measure student growth/ through a comprehensive assessment program (SuccessMaker, iStation, Think Through Math, DreamBox, MAP, and Waterford)	Administrators and instructional staff	Beginning in August, 2015	Student data records	4000-4999: Books And Supplies 5000-5999: Services And Other Operating Expenditures	Title I Title III General Fund	
9	Implement effective special programs that provide differentiated instruction for the varied needs of students (Special Education, ESL, Gifted/Talented, Career and Technical Education, Apex Credit Recovery/Prescriptives, Migrant, Dyslexia)	Administrators, Directors, and Coordinators	Beginning in August, 2015	student data	1000-1999: Certificated Personnel Salaries 4000-4999: Books And Supplies	IDEA State Compensatory General Fund	
10	Provide specialized instruction for G/T students at all levels (ES – pull-out program, MS – rotation through core teachers and DI/STEM courses, HS – honors/dual-credit courses)	Administrators and GT teachers	Beginning in August, 2015	Master Schedule and student feedback	1000-1999: Certificated Personnel Salaries 4000-4999: Books And Supplies	General Fund	
11	Offer a quality pre-kindergarten inclusion program that supports language acquisition, literacy, and numeracy for qualifying students	Elementary and District Administrators	Beginning in August, 2015	student data	1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures	General Fund IDEA	
12	Acquire and utilize supplemental ESL materials for use with diverse learners in order to increase academic vocabulary and comprehension	ESL Coordinator	Ongoing	student data	4000-4999: Books And Supplies	Title III	

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
13 Provide quality CTE programs that offer career-related experiences and allow students to obtain industry certifications (CPR, Central Supply Tech, OSHA, Microsoft Office)	Administrators and CTE staff	Ongoing	Student participation and obtained certifications		1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures 4000-4999: Books And Supplies	Perkins CTE General Fund	
14 Implement new high school courses that address the areas of computer science, computer programming, and expand STEM course offerings	Administrators and CTE staff	August, 2015	student participation and feedback		1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures	Perkins CTE General Fund	
15 Increase scope of campus STEM offerings and exposure to STEM careers (elementary STEM lab and home/school connection, middle/high school courses, and integrated content/supplemental science materials)	Administrators and STEM teachers	August, 2015	expenditures, master schedule, student feedback		1000-1999: Certificated Personnel Salaries 4000-4999: Books And Supplies	General Fund	
16 Offer and implement program that will allow struggling students to recover credit and receive remediation at the middle and high school levels (APEX credit recovery and prescriptive tutorials)	Campus and district administrators	August, 2015	student log of credit recovery and Raider Lab		1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures	Title I General Fund State Compensatory	
17 Implement use of K-12 writing portfolio that measures student growth in the areas of organization/progression of ideas, development/expression of ideas, use of language and conventions, and writing for real/specific audiences	Administrators and writing teams	August, 2015	student portfolios and teacher feedback		5000-5999: Services And Other Operating Expenditures 4000-4999: Books And Supplies	General Fund	

Goals and Strategies

Subject Area: Safe and Supportive Learning Environment

District Priority: Sunnyvale ISD will promote a safe, secure, and orderly school environment by providing programs and resources which ensure appropriate physical, behavioral, and emotional development.

Campus Performance Objective:

Formative Evaluation:

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
1 Provide quality character education experiences that address character development, peer interaction, and encourage student voice in decision-making	Counselors and Administrators	Ongoing	Student/Teacher Survey		1000-1999: Certificated Personnel Salaries	General Fund	
2 Distribute and consistently enforce the student code of conduct	Administrators	August, 2014	Record of receipt returned by students and disciplinary data		4000-4999: Books And Supplies	TASB Local Policies	
3 Adhere to district policies related to student behavior and education in the areas of: <ul style="list-style-type: none"> • Bullying (including cyber-bullying) • Sexual Harassment • Dating Violence • Conflict Resolution • Drug and Alcohol Awareness • Student Violence Prevention and Intervention • Suicide Prevention 	Administrators, Counselors, and Instructional Staff	Ongoing	Teacher, Parent, and Student Survey		5000-5999: Services And Other Operating Expenditures 4000-4999: Books And Supplies	Local Policy General Fund	
4 Reward and recognize students demonstrating excellence in character (Student of the Month, Alford Award)	Administrators and Counselors	Ongoing	Administrative Records		4000-4999: Books And Supplies	General Fund	
5 Educate students on the importance of academic honesty at the all levels	Counselors	September, 2015	Schedule and student Survey		1000-1999: Certificated Personnel Salaries	General Fund	
6 Monitor student attendance and notify parents of concerns	Administrators and Teachers	Ongoing	Attendance Records		1000-1999: Certificated Personnel Salaries	General Fund	
7 Maintain a dropout rate of less than 1% through provision of individualized support	Campus Administrators	Ongoing	AEIS data		1000-1999: Certificated Personnel Salaries	General Fund	

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
8 Train teachers and students how to respond in different crisis situations and provide teachers with a quick reference guide	Principals	August, 2014	Record of fire and crisis drills		4000-4999: Books And Supplies		
9 Implement a drug education and awareness program, including random drug-testing in order to promote drug-free campuses	Administrators and Counselors	Ongoing	Lesson plans and screening results		5000-5999: Services And Other Operating Expenditures	General Fund	
10 Encourage and promote student collaboration and voice in decision-making through use of student advisory groups	Administrators	Ongoing	Record of meetings		4000-4999: Books And Supplies	General Fund	
11 Train multiple staff members in CPR for use in the case of an emergency	Nurses	Fall Semester	Record of attendance		2000-2999: Classified Personnel Salaries	General Fund	
12 Provide training on safety guidelines, camera usage, and use of behavioral report forms on the school bus	Director of Transportation	August, 2014	Agenda and record of attendance		2000-2999: Classified Personnel Salaries	General Fund	
13 Train substitute teachers on safety guidelines and crisis response	District Administration	August, 2014	Agenda and record of attendance		2000-2999: Classified Personnel Salaries	General Fund	
14 Ensure timely response to building maintenance requests	Director of Operations	Ongoing	Data from response to on-line tickets		2000-2999: Classified Personnel Salaries	General Fund	
15 Provide facilities that meet the physical needs of students and are conducive to learning	Director of Operations	Ongoing	Safety Audit		2000-2999: Classified Personnel Salaries	General Fund	
16 Utilize the electronic visitor check-in system to ensure student safety	Director of Operations and Office staff	Ongoing	Record of training and guests in building		2000-2999: Classified Personnel Salaries 5000-5999: Services And Other Operating Expenditures	General Fund	

Goals and Strategies

Subject Area: Family and Community Involvement

District Priority: Sunnyvale ISD will provide a customer friendly atmosphere, facilitate parental involvement, and embrace student diversity in order to ensure a positive culture within the school and community. Teacher expectations, critical information, involvement opportunities, and district initiatives will be communicated in a clear, consistent manner.

Campus Performance Objective:

Formative Evaluation:

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
1 Implement a parent volunteer program that provides support for campus activities/initiatives	Administrators and PTA	August, 2015	Volunteer record and Parent survey		4000-4999: Books And Supplies	General Fund	
2 Plan PTA meetings that address topics of parental interest and encourage active participation/support of the district and school campuses	Administrators and PTA president	Ongoing	Parent Survey		4000-4999: Books And Supplies	General Fund	
3 Include a diverse group of parents in decision-making through action teams, improvement teams, and Superintendent's Roundtable	Administrators	Ongoing	Parent Surveys and Record of Meetings		4000-4999: Books And Supplies	General Fund	
4 Invite parents to participate in various events and opportunities (Fall Festival, Raider 101, Thanksgiving Lunch, Fun Run, Movie Nights, Donuts with Dad, Muffins with Mom)	Administrators and Teachers	Ongoing	Parent Survey		4000-4999: Books And Supplies	General Fund	
5 Provide parent education opportunities (Community Summits, Practical Parent Education, and parent literacy)	Administrators and Counselors	Ongoing	Notice of meetings, sign-in sheets, and information presented		4000-4999: Books And Supplies	Title III General Fund	
6 Collect parent feedback through use of on-line survey system (climate, vision/planning, and programs)	District Administration	Ongoing	Survey data		5000-5999: Services And Other Operating Expenditures	General Fund	
7 Provide methods of online two-way communication in order to gather feedback and provide vital information (social media, surveys, and blogs)	District Administration	Ongoing	Record of exchanges		5000-5999: Services And Other Operating Expenditures	General Fund	
8 Create an atmosphere of acceptance through student education of cultures and global-awareness activities	Administrators and Teachers	Ongoing	Lesson Plans		4000-4999: Books And Supplies	General Fund	
9 Assign student/teacher mentors for students new to the district and utilize Fish Camp at the high school	Administrators and Counselors	August, 2015	Record of assignments and student feedback		4000-4999: Books And Supplies	General Fund	

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
10 Invite families new to Sunnyvale ISD to Raider 101 (introduction to school board, administrators, and tour of schools)	Administrators	August, 2015	Parent Survey		4000-4999: Books And Supplies	General Fund	
11 Distribute information related to use of migrant and homeless funds	Migrant/Homeless Liaison	August, 2015	Record of information release				
12 Provide information to parents related to graduation, college/trade school entrance requirements	SHS Administration and College Readiness Advisor	Ongoing	Record of meetings and parent feedback	Personnel and Naviance	1000-1999: Certificated Personnel Salaries 5000-5999: Services And Other Operating Expenditures	General Fund	
13 Distribute weekly district and campus information via class newsletters, consistent parent-friendly websites, and e-alerts	Teachers and Communication Representative	Ongoing	Parent Survey and record of information release		5000-5999: Services And Other Operating Expenditures	General Fund	
14 Post student grades and attendance information in a timely manner (Parent Portal)	Administrators and Teachers	Ongoing	Parent Survey		5000-5999: Services And Other Operating Expenditures	General Fund	
15 Utilize Community Relations Team to gather community input for the graduate profile (Engage in the Conversation project)	Administrators and team members	Ongoing	Record of meetings and graduate profile		4000-4999: Books And Supplies	General Fund	

Goals and Strategies

Subject Area: Staff Quality, Professional Development, and Recruitment

District Priority: Sunnyvale ISD will practice recruitment of high-quality staff, monitor staff retention, and provide staff development which advances professional skills. Teachers will gain necessary skills to provide integrated technology experiences and implement strategies that encourage critical thinking, collaboration, and creativity.

Campus Performance Objective:

Formative Evaluation:

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
1 Recruit high-quality staff members through use of Teacher Job Network and attending local job fairs	District Administrators	Spring, 2015	Expenditures		5000-5999: Services And Other Operating Expenditures	Title II Part A: Improving Teacher Quality	
2 Employ applicants that meet highly-qualified criterion and demonstrate adequate skills/knowledge of content area	District and Campus Administrators	Ongoing	Applications and Personnel Information		5000-5999: Services And Other Operating Expenditures	General Fund	
3 Provide a supportive working environment through collaborative decision-making	District Administrators	Ongoing	Teacher Survey and Rountable agenda/minutes		5000-5999: Services And Other Operating Expenditures	General Fund	
4 Offer a competitive salary and benefit package	Superintendent and School Board	August, 2014	Salary schedules and personnel information		5800: Professional/Consulting Services And Operating Expenditures	General Fund	
5 Monitor the climate of the district/campus working environments	District Administrators	Ongoing	Parent, Student, and Teacher Surveys		5000-5999: Services And Other Operating Expenditures	General Fund	
6 Offer administrator training in the legal aspects of school administration, coaching, PLC facilitation, school transformation, and implementation of the district vision	District Administrators	Ongoing	Attendance Records		4000-4999: Books And Supplies	Title II Part A: Improving Teacher Quality General Fund	
7 Allow teachers and administrators to attend professional conferences which enhance teacher content knowledge and/or instructional practices (Provision of registration and travel funds)	District Administrators	Ongoing	Attendance Records and Budget Forms		5000-5999: Services And Other Operating Expenditures 4000-4999: Books And Supplies	Title I Title II Part A: Improving Teacher Quality	
8 Provide training and mentors for new teachers	Administrators	August, 2015 and ongoing	Record of meeting and attendance		4000-4999: Books And Supplies	Title II Part A: Improving Teacher Quality General Fund	
9 Train support staff in areas of service, district vision, and contribution to the campus/district team	Supervisors	Ongoing	Record of meeting		4000-4999: Books And Supplies	General Fund	

Strategies	Person(s) Responsible	Timeline	Evaluation	Resources			
				Description	Type	Funding Source	Amount
10 Plan and implement local professional development opportunities (using varied methods that encourage critical thinking, collaboration, creativity, and communication)	District and Campus Administrators	Ongoing	Calendar, Agendas, and Staff Survey		4000-4999: Books And Supplies 5000-5999: Services And Other Operating Expenditures	Title II Part A: Improving Teacher Quality General Fund	
11 Adjust teacher/student schedules in order to allow for PLCs and staff development/collaboration during common planning periods	Administrators	August, 2015	Campus schedules and record of meetings		4000-4999: Books And Supplies	Title II Part A: Improving Teacher Quality General Fund	
12 Utilize Professional Learning Communities (PLCs) as an opportunity for teachers to review research related to classroom instruction which fosters critical thinking, communication, collaboration, and creativity	Administrators	Ongoing	Record of meetings		4000-4999: Books And Supplies	General Fund	
13 Provide content-specific technology training and providing time for collaboration with technology specialist	Administrators and Instructional Technology Specialists	Ongoing	Record of training		1000-1999: Certificated Personnel Salaries	General Fund	
14 Promote collaboration between academic administrators, instructional specialists, and classroom teachers in order to provide instruction that meets individual student needs	Administrators and Instructional Specialists	Ongoing	Academic Administrator schedules		1000-1999: Certificated Personnel Salaries	State Compensatory General Fund	
15 Provide comprehensive Engage training, follow-up, consultation, monitoring, and coaching	Administrators	June, 2015, then ongoing	Record of training and consultation		5000-5999: Services And Other Operating Expenditures	Title II Part A: Improving Teacher Quality General Fund	
16 Network with area districts for staff development and cross-district collaboration in instructional planning	Administrators and Teachers	August, 2015 and ongoing	Summer conference and record of collaboration (Google Groups)		5000-5999: Services And Other Operating Expenditures	General Fund Title II Part A: Improving Teacher Quality	