

Stafford Municipal School District

# DISTRICT IMPROVEMENT PLAN

## 2008-09

1625 Staffordshire Road  
Stafford, Texas 77477  
281-261-9200 Fax: 281-261-9249  
[www.stafford.msd.esc4.net](http://www.stafford.msd.esc4.net)



**Stafford Municipal School District  
DISTRICT MISSION STATEMENT**

The mission of Stafford Municipal School District is to produce individuals armed with academic and technological proficiency and strong values who function as contributing members of society.

**DISTRICT LONG-RANGE PLAN**

**Shared Vision**

As a student in Stafford Municipal School District:

I know what I do is important and will have a positive impact on the world.  
I have a dream of my future and a plan to make my dream come true.  
I have personal values that cause me to respect the rights and values of others.  
I am an independent thinker who solves difficult problems.  
I can and do make a difference!

**Our Learning Environment**

Provides state-of-the-art technology that is fully integrated throughout the learning process and ensures the success of our students.  
Is staffed by nationally recognized, nurturing professionals empowered to meet the diverse needs of all students.  
Guarantees the physical safety and mental well-being of all who use our facilities.  
Promotes, maintains, strengthens, embraces, and supports cooperative relationships between families and schools.

**Our SMSD Community**

Provides a tri-partnership of district, community, and government unified in supporting and recognizing education as our top priority.  
Establishes opportunities for our students to participate in community service, higher education, and career development.  
Provides a positive environment, which recognizes the value of and takes its strength from our diversity.  
Promotes spirit and pride, where unity is the cornerstone of our community.

**Stafford Municipal School District  
DISTRICT-WIDE EDUCATION IMPROVEMENT COUNCIL (DWEIC) MEMBERS  
2008-09**

***District***

H.D. Chambers  
Rob Dwight  
Marva Rasberry

***Stafford Primary School***

Sara Dries  
Becky Gonyeau  
Tonya Head

***Stafford Elementary School***

Tamara Davidson  
Leticia Guzman  
Gloria Medrano

***Stafford Intermediate School***

Bernadette Lockett  
Miriam Nayeri  
Patricia Suarez-Cantu

***Stafford Middle School***

Jamale Kempt  
Peter Turner  
Dr. Phyllis Tyler

***Stafford High School***

Rebecca Benedict  
Yolanda Soliz  
Dexter West

***Departments***

Child Nutrition - Roseanne Willis  
Maintenance - Cynthia Guerrs  
SAEC - Vernon Clay  
Transportation - Tammy Greene

***Community***

Debbie Colvin  
Jackie Hoyer  
Janet Johnson  
Amelinda Meorado  
Mike Rafizadeh  
Mike Sachs

Stafford Municipal School District  
**SUMMARY OF GOALS**

**Goal 1: Prepare all SMSD students for post-secondary path, meet all state and federal accountability standards, and strive for *Recommended* accountability rating by expanding the depth and complexity of instruction and improving district-wide student achievement.**

Strategy 1: Build capacity and consistency in the understanding and delivery of a core academic program.

Strategy 2: Utilize assessment and comprehensive data analysis to assist with targeted instructional decisions and delivery.

Strategy 3: Ensure all special needs students are appropriately identified and served.

Strategy 4: Ensure all students exhibiting a need for special programs are appropriately identified and served.

Strategy 5: Provide an effective Advanced Academics program that will meet the needs of GT and academically advanced students via the instructional delivery of depth and complexity.

Strategy 6: The dyslexia services will meet the needs of all students in acquiring reading skills.

Strategy 7: Provide support services to pregnant students to assist with addressing the academic, mental, and physical needs of the student.

Strategy 8: Initiate, investigate, and support programs and practices which will result in high school students' increased preparation for post-secondary success.

Strategy 9: Implement a drop-out prevention program that ensures the successful completion of high school while decreasing the percentage of drop-outs to reflect '0' and increasing the attendance rate to 99%.

Strategy 10: Continue cultivating employment skills and encourage continued education while providing a rigorous, well-balanced curriculum that equips all students with essential academic and technical knowledge and skills.

**Goal 2: Recruit, select, place, and retain highly-qualified personnel**

Strategy 1: Recruit, hire, and maintain personnel by utilizing equitable, efficient procedures.

Strategy 2: Provide quality staff development aligned to district policies and are in place with intensive follow-up and support.

**Goal 3: Provide outstanding customer service that focuses on preparing students to become life-long learners by serving them nutritious, quality meals prepared by trained and satisfied staff in a safe environment**

Strategy 1: Continue to promote a pleasant and nutritious environment

**Summary of Goals**

**Goal 4: Maintain fiscal responsibility that provides a venue to fulfill the vision, mission, beliefs, and goals of SMSD.**

Strategy 1: District and campus budget managers will develop cost effective budgets that reflect the educational goals of the district.

**Goal 5: Promote an effective facilities, operation, and transportation plan that will meet the current and future needs of the district.**

Strategy 1: SMSD will be safe, attractive, fit harmoniously into the community and be well-maintained and clean.

Strategy 2: Optimize transportation operations to reflect a safe environment.

**Goal 6: Integrate technology in a manner that the educational program for all students in SMSD will encourage problem-solving, exploration, and learning via a comprehensive technology information system.**

Strategy 1: The District will have increased access to technological tools and will utilize these tools to address needs of the students (infrastructure).

Strategy 2: Provide a technology venue that will assist staff in optimizing their ability to facilitate the learning process in a 'technology' rich environment (staff development).

**Goal 7: Develop a climate supported by parents, community, and staff which exemplifies Spartan pride and fosters creativity, respect, and ownership for student success.**

Strategy 1: All students will be educated in environments that are safe, drug-free, and foster academic excellence.

**Goal 8: Develop and support the role of parents by encouraging them to foster learning at home.**

Strategy 1: Develop and support the role of parents by encouraging them to foster learning at home.

Strategy 2: Create a venue that enhances parental involvement and communication.

Stafford Municipal School District  
**STRATEGIC AREAS**

- Strategic Area I:** Academic Excellence, Continuous Student Development, and Improvement
- Strategic Area II:** Recruit, Attract, and Retain Highly-Qualified Staff
- Strategic Area III:** Provide a Safe and Secure School Environment
- Strategic Area IV:** Increase Student Attendance and Decrease Drop-out Rate
- Strategic Area V:** Actively Promote SMSD in Community, County, State, and Nation

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Stafford Municipal School District  
PERFORMANCE ANALYSIS NEEDS ASSESSMENT**

**Accountability Rating**

Academically Acceptable - State Accountability System  
Met AYP - Federal NCLB Accountability System

**Current Performance**

For State Accountability 2008

- There is a need to ensure all campuses attain a state accountability rating at or above Academically Acceptable.

For TAKS 2008

- There is a need to increase the number of students passing the Reading TAKS in the following area:
  - Grade 4 - African American, Hispanic; Economically Disadvantaged; LEP; At-Risk; Title I
  - Grade 5 - LEP; Bilingual/ESL; Special Education; At-Risk
  - Grade 6 - LEP; ESL; Special Education
  - Grade 7 - Special Education; At-Risk
  - Grade 9 - Hispanic; LEP; ESL; Special Education; At-Risk
  - Grade 10 - Hispanic; LEP; Special Education
  - Exit Level - LEP; ESL; Special Education
- There is a need to increase the number of students passing the Math TAKS at all grade levels in the following areas:
  - Grade 3 - African American; Hispanic; Economically Disadvantaged; Bilingual/ESL; Title I; At- Risk
  - Grade 4 - African American; Hispanic; Economically Disadvantaged; LEP; ESL; Special Education; Title I; At- Risk
  - Grade 5 - White; Special Education; At- Risk
  - Grade 6 - Hispanic; Economically Disadvantaged; LEP; ESL; Special Education
  - Grades 7, 9, 10 - African American; Hispanic; White; Economically Disadvantaged; LEP; Special Education; Title I; At- Risk
  - Exit Level - African American; Hispanic; Economically Disadvantaged; LEP; ESL; At- Risk
- There is a need to increase the number of students passing the Writing TAKS at Grades 4, and 7 in the following area:
  - Grade 4 - Bilingual; Special Education
  - Grade 7 - Special Education
- There is a need to increase the number of students passing the Social Studies TAKS at Grades 8,10, and Exit Level in the following areas:
  - Grade 8 - Hispanic; White; Economically Disadvantaged; LEP; ESL; Special Education; Title I; At- Risk
  - Grade 10 - ESL; Special Education
  - Exit Level - LEP; ESL; Special Education
- There is a need to increase the number of students passing the Science TAKS in the following areas:
  - Grade 5 - African American; Hispanic; White; Economically Disadvantaged; LEP; Bilingual/ESL; Special Education; Title I; At- Risk
  - Grades 8 and 10 - African American; Hispanic; White; Economically Disadvantaged; LEP; ESL; Special Education; Title I; At- Risk
  - Exit Level - Hispanic; LEP; Special Education; At- Risk

## **Stafford Municipal School District - 2008-09 District Improvement Plan**

### **2008 Performance-Based Monitoring System**

- There is a need to increase the number of ESL students who pass the English-version Science and Social Studies TAKS.
- There is a need to increase the number of Special Education students who pass the Social Studies TAKS.
- There is a need to monitor the number of Special Education students (aged 6-21) placed in a 'least restrictive environment' setting.
- There is a need to monitor the number of African American students referred or receiving Special Education services.
- There is a need to monitor the number of Hispanic students referred or receiving Special Education services.
- There is a need to monitor the number of Special Education students who receive DAEP placements.
- There is a need to monitor the number of Special Education students who receive ISS placements..

### **Initial Compliance Review (ICR) Report**

- There is a need to increase parent, student, and community involvement in the annual planning of the Safe Drug-Free Schools program.
- There is a need to track and monitor the timely submission of all required TEA reports.

### **SAT Preparatory LLC Report**

- There is a need to continue providing an SAT/ACT preparatory course.
- There is a need to increase the SAT/ACT scores.

### **Class of 2007 District Completion Summary (9-12)**

- There is a need to increase the number of completers in the following subgroups:
  - Hispanic
  - White
  - Economically Disadvantaged
  - At- Risk

### **TELPAS**

- There is a need to increase the number of LEP students' Writing scores in all subgroups in Grades 4-11.

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 1: Prepare all SMSD students for post-secondary path, meet all state and federal accountability standards, and strive for *Recommended* accountability rating by expanding the depth and complexity of instruction and improving district-wide student achievement.**

<b>Strategic Area I: Academic Excellence and Continuous Student Development and Improvement</b> <b>Strategic Area IV: Increase Student Attendance and Decrease Drop-out Rate</b> <b>Strategic Area V: Actively Promote SMSD in Community, County, State, and Nation</b>						
<b>Person Responsible:</b>		<b>Brief Description:</b>			<b>Evaluation Benchmark:</b>	
Superintendent Assistant Superintendents Business Manager Directors District Librarian Campus Administrators Counselors Teachers		A myriad of instructional strategies that will be utilized to enhance student achievement			2008-09 state assessment results AEIS Attendance reports AYP results Information observations Benchmarks Evaluation forms Vertical Team Reports SAT/ACT results PBMS Report PDAS	
<b>Progress Report Dates:</b>						
Oct 2008	Jan 2009	Mar 2009	May 2009	Jun 2009	Jul 2009	
<b>Resources Required:</b>		<b>FTE's Required:</b>		<b>Source of Funds:</b>		<b>Amount</b>
Parent Support Campus Administrators Central Administrators Board of Trustees Child Nutrition Department Technology Libraries Teachers Supplies Educational Consultants Time and Effort Paraprofessionals City of Stafford		<b>187</b>		Title I - Professional Development Title I - Supplies Title II, Part A Title II, Part D Title III ARI and AMI funds Local Funds Carl Perkins funds IDEA Formula B funds OEYP funds ASAP Grant funds T-STEM funds		\$5,000 \$11,000 \$7,000 \$2,698 \$15,500 \$74,000 \$100,000 \$3,400 \$107,000 \$12,476 \$38,000 \$50,000

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 1: Build capacity and consistency in the understanding and delivery of a core academic program.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Implement the CScope curriculum management system.	Asst Supt CIA Director of Secondary Instruction Campus Administrators Technology Directors Teachers	X	X	X	X	X	X	X	X	X	X	X	X
2. Develop and deliver focused professional development in understanding and use of CScope curriculum management system.	Asst Supt CIA Director of Secondary Instruction Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X
3. Support CScope implementation to provide direction for delivering instruction aligned to the TEKS.	Asst Supt CIA Director of Secondary Instruction Campus Administrators		X	X	X	X	X	X	X	X	X		
4. Continue providing ongoing professional development and support for staff to insure systematic replication of effective instructional strategies.	Superintendent Assistant Superintendents Director of Secondary Instruction Director of Federal Programs Campus Administrators Technology	X	X	X	X	X	X	X	X	X	X	X	X
5. Develop and implement a PK-12 RTI model.	Asst Supt CIA Director of Federal Programs Campus Administrators Counselors Diagnosticians Teachers	X	X	X	X	X	X	X	X	X	X		
6. Continue utilization of KILGO strategies.	Asst Supt CIA Director of Secondary Instruction Campus Administrators Counselors Diagnosticians Teachers	X	X	X	X	X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 1: continued</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
7. Continue to conduct vertical team meetings to insure vertical articulation and horizontal coordination are reflected in the delivery of CScope.	Asst Supt CIA Director of Secondary Instruction Campus Administrators Teachers	X	X	X	X	X	X	X	X	X	X		
8. Provide focused professional development for delivering the district's core curriculum, CScope.	Asst Supt CIA Director of Secondary Instruction	X	X	X	X	X	X	X	X	X	X	X	X
9. Implement and monitor major Campus Intervention Plan for the campus identified as low performing.	Asst Supt CIA Director of Secondary Instruction Middle School Principal	X	X	X	X	X	X	X	X	X	X	X	X
10. Conduct regularly scheduled district-wide update meetings with core academic trainings to provide relevant information (i.e., TEKS updates, CScope information, upcoming events, instructional strategies, etc.)	Asst Supt CIA	X	X	X	X	X	X	X	X	X	X	X	X
11. Provide professional development for Social Studies teachers as related to TAKS.	Asst Supt CIA Director of Secondary Instruction Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 2: Utilize assessment and comprehensive data analysis to assist with targeted instructional decisions and delivery.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Develop and administer TEKS referenced-based benchmark assessments in the areas of: <ul style="list-style-type: none"> <li>• Reading/ELA</li> <li>• Math</li> <li>• Science</li> <li>• Social Studies</li> </ul>	Asst Supt CIA Director of Secondary Instruction Campus Administrators Teachers Cambridge Knowledge System			X	X	X	X	X	X	X	X		
2. Continue to increase the use of curriculum management techniques that provide support for the staff in making sound decisions by <ul style="list-style-type: none"> <li>• utilizing AEIS data in instructional decisions</li> <li>• utilizing AYP results in instructional decisions</li> <li>• utilizing performance-based monitoring reports in instructional decisions.</li> </ul>	Asst Supt CIA Director of Federal programs Campus Administrators Counselors Teachers Outside Consultants	X	X	X	X	X	X	X	X	X	X		
3. Provide campus administrators and staff with user-friendly data analysis of the benchmark decisions and target assistance for students.	Asst Supt CIA Director of Secondary Instruction Cambridge Knowledge System			X	X	X	X	X	X	X	X		
4. Provide training for using data to assist with instructional decisions and target assistance.	Asst Supt CIA Director of Secondary Instruction		X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 3: Ensure all special needs students are appropriately identified and served.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to provide early intervention strategies through counseling and behavior modification sessions to reduce placement assignments of special needs students in DAEP settings.	Assistant Superintendents Director of Federal Programs Counselors Diagnosticians LSSP	X	X	X	X	X	X	X	X	X	X	X	
2. Continue to provide support for campuses' collaborative teaching plans which are designed to increase access to the general curriculum for special needs students.	Assistant Superintendents Director of Federal Programs Campus Administrators Teachers	X	X	X	X	X	X	X	X	X	X	X	X
3. Continue to research options for special needs students to be dismissed from the Special Education program.	Asst Supt CIA Director of Federal Programs Diagnosticians	X	X	X	X	X	X	X	X	X	X	X	X
4. Continue implementing district-wide inclusion schooling as deemed appropriate for all special needs students.	Director of Federal Programs Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X
5. Reduce the number of special needs students who receive AEP or DAEP assignments.	Campus Administrators Counselors	X	X	X	X	X	X	X	X	X	X		
6. Continue to serve students with disabilities in their Least Restrictive Environment (IRE).	Director of Federal Programs Campus Administrators Diagnosticians Teachers LSSP	X	X	X	X	X	X	X	X	X	X		
7. Reduce the number of Special Education referrals through district-wide professional development on instructional strategies for the purpose of differentiation instruction, skill levels, behavioral differences, learning styles, and modifications.	Asst Supt CIA Director of Federal Programs Diagnosticians Speech Therapists LSSP	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 4: Ensure all students needing special services are appropriately identified and served.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to train appropriate campus staff in proper identification and delivery of services to students requiring special program services, ensure compliance with state and federal regulations, and ensure appropriate delivery of services: <ul style="list-style-type: none"> <li>• Special Education</li> <li>• Bilingual/ESL</li> <li>• Gifted and Talented</li> <li>• Advanced Placement</li> <li>• Dyslexia</li> <li>• 504</li> <li>• CATE</li> <li>• Reading Recovery</li> </ul>	Assistant Superintendents Director of Federal Programs Campus Principals Counselors Diagnosticians LSSP	X	X	X	X	X	X	X	X	X	X	X	X
2. Research possibility of offering alternative education (i.e., flexible scheduling options) to address needs of At-Risk students.	Superintendent Assistant Superintendents Business Manager Campus Principals Counselors			X	X	X	X	X	X	X	X	X	X
3. Train all appropriate staff on ScanTron Performance Series.	Asst Supt CIA Scantron Representative			X	X								
4. Research the possibility of re-identifying GT students every 2-3 years to ensure eligibility status is appropriate and current.	Asst Supt CIA Campus Principals Counselors		X	X	X	X	X	X	X	X			

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 5: Provide an effective Advanced Academics program that will meet the needs of GT and academically advanced students via the instructional delivery of depth and complexity.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Implement a College Word of the Day program (PK-12) whereby all students would be introduced to an SAT word each day.	Superintendent Asst Supt CIA Campus Principals Teachers					X	X	X	X	X	X		
2. Continue providing an SAT/ACT preparatory program for 11 <sup>th</sup> and 12 <sup>th</sup> grade students.	Superintendent Asst Supt CIA High School Principal					X	X	X	X	X	X		
3. Continue to research the possibility of implementing a Destination Imagination team at each campus.	Asst Supt CIA Director of Secondary Instruction Campus GT Coordinator Campus Administrators		X	X	X	X	X	X	X	X	X		
4. Continue to offer the 30-hour GT Institute for SMSD staff.	Superintendent Asst Supt CIA Business Manager Houston Area GT Coop	X	X	X	X	X	X	X	X	X	X		
5. Continue providing information to parents regarding GT and AP camps, parent forums, contests, and other advanced academics-related activities.	Asst Supt CIA Campus Administrators Counselors Teachers		X	X	X	X	X	X	X	X			

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 6: The dyslexia services will meet the needs of all students in acquiring reading skills.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue providing training for all staff members in the areas of: a. characteristics of dyslexia and related disorders b. Dyslexia Bundle c. awareness of information on classroom strategies	Director of Federal Programs Dyslexia Specialists	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue providing a forum for parents of dyslexia students to receive training in the areas of a. characteristics of dyslexia and related disorders b. strategies to assist with homework c. testing modification information	Director of Federal Programs Dyslexia Specialists		X	X	X	X	X	X	X	X	X	X	X
3. Continue providing updated training sessions to staff with dyslexia information	Director of Federal Programs Dyslexia Specialists		X	X	X	X	X	X	X	X	X	X	X

<b>Goal 1 - Strategy 7: Provide support services to pregnant students to assist with addressing the academic, mental, and physical needs of the student.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue assisting pregnant/parenting teen in assessing services and information from community and government agencies.	Asst Supt CIA Director of Secondary Instruction Director of Instructional Services Campus Administrators Counselors	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue providing pregnancy related services that include on-campus support and comprehensive education home instruction to pregnant students during pregnancy, prenatal, and post-partum periods.	Asst Supt CIA Director of Secondary Instruction Director of Instructional Services Campus Administrators Counselors		X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 8: Initiate, investigate, and support programs and practices which will result in high school students' increased preparation for post-secondary success.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Implement a program whereby students will receive information pertinent to the planning of post-secondary educational options.	Superintendent Assistant Superintendents Business Manager Director of Secondary Instruction Director of Instructional Services Campus Administrators Teachers Counselors		X	X	X	X	X	X	X	X	X	X	X
2. Continue hosting College Day assemblies.	Director of Secondary Instruction Campus Administrators Counselors		X	X									
3. Provide competitive venues for SEAL Academy students (i.e., robotics, engineering competitions, etc.).	Asst Supt CIA Campus Administrator Counselors SEAL Academy Teachers	X	X	X	X	X	X	X	X	X	X	X	X
4. Implement a district-wide College Word of the Day whereby students (PK-12) would be introduced to the definition and pronunciation of an SAT word daily.	Superintendent Asst Supt CIA Campus Administrators Teachers					X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 1 - Strategy 9: Implement a drop-out prevention program that ensures the successful completion of high school while decreasing the percentage of drop-outs to reflect '0' and increasing the attendance rate to 99%.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue communicating attendance laws to parents annually.	Campus Administrators Counselors Attendance Clerks	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to utilize the out-dialer system to inform parents and guardians about student attendance issues.	Technology Department Campus Administrators Attendance Clerks	X	X	X	X	X	X	X	X	X	X	X	X
3. Continue to have SMSD 'Drop-out Recovery Day'.	Superintendent Assistant Superintendents Business Manager Directors Campus Administrators Teachers Counselors	X	X	X									
4. Research the possibility of creating an intervention assistance team to assist with addressing the needs of At-Risk students.	Superintendent Assistant Superintendents Directors Campus Administrators Teachers Counselors	X	X	X	X	X	X	X	X	X	X	X	X
5. Research state flexible scheduling options whereby At-Risk students would be offered credit recovery options.	Superintendent Assistant Superintendents Director of Federal Programs Campus Administrators			X	X	X	X	X	X	X			

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 1 - Strategy 10: Continue cultivating employment skills and encourage continued education while providing a rigorous, well-balanced curriculum that equips all students with essential academic and technical knowledge and skills.**

Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
1. Maintain updated CATE programs by maintenance, investigation, and purchase of state-of-the-arts technology tools to ensure students are trained by industry standards in a safe learning environment.	Assistant Superintendents Business Manager Director of Federal Programs Campus Administrators Teachers	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to expand and maintain business partnerships to develop work-based learning, internships, etc.	Superintendent Assistant Superintendents Superintendent's Adm. Assistant Business Manager Director of Federal Programs Campus Administrators Teachers CATE Advisory Committee	X	X	X	X	X	X	X	X	X	X	X	X
3. Continue to research demographic trends to fuel future course offerings based on employment demand data.	Director of Secondary Instruction Director of Federal Programs Campus Administrators CATE Advisory Committee			X				X				X	
4. Continue to research the possibility of expanding CATE dual credit courses.	Asst Supt CIA Director of Secondary Instruction Director of Federal Programs Campus Administrators Counselors HCC Liaison				X			X					
5. Research community-based job-shadowing options available for At-Risk students.	Superintendent Assistant Superintendents				X	X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 2: Recruit, select, place, and retain highly-qualified personnel**

<b>Strategic Area II: Recruit, Attract and Retain Highly-Qualified Staff</b>						
<b>Person Responsible:</b> Superintendent Assistant Superintendents Business Manager Campus Administrators Human Resources Clerk		<b>Brief Description:</b> Continue recruiting, selecting, placing, retaining, and professionally developing personnel by utilizing equitable hiring procedures.			<b>Evaluation Benchmark:</b> PDAS observations Failure reports Evaluations Informal observations Mentor reports I&O meeting notes Employee retention rates Employee staff development transcripts	
<b>Progress Report Dates:</b>						
Sep 2008	Nov 2008	Dec 2008	Feb 2009	Mar 2009	May 2009	
<b>Resources Required:</b>		<b>FTE's Required:</b>		<b>Source of Funds:</b>		<b>Amount</b>
Teachers		None		Title II, Part A		\$26,000
Time and Effort				Title I - Supplies		\$18,000
Recruiting Supplies				Local Funds		\$3,000
District Website						
Region 4 ESC						
City of Stafford						

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 2 - Strategy 1: Recruit, hire, and maintain personnel by utilizing equitable, efficient procedures.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to review current hiring practices for recruiting, hiring, and maintaining highly-qualified personnel.	Asst Supt PSS Human Resources Clerk	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to ensure job descriptions accurately reflect job duties.	Asst Supt PSS Human Resources Clerk	X	X	X	X	X	X	X	X	X	X	X	X
3. Develop and implement a recruitment CD that will portray the benefits of working at SMSD.	Superintendent Asst Supt PSS City of Stafford				X	X							
4. Continue to partner with the City of Stafford and host Teacher Appreciation Gala.	Superintendent	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue to provide celebrations during appropriate weeks for librarians, nurses, counselors, secretaries, diagnosticians, teachers, maintenance, food service, and transportation.	Superintendent Assistant Superintendents Business Manager Campus Administrators Directors	X	X	X	X	X	X	X	X	X	X	X	X
6. Research the possibility of recognizing a district administrator of the year.	Superintendent Assistant Superintendents Business Manager										X	X	X
7. Develop a master cadre of teachers in each core subject area to model effective teaching strategies.	Assistant Superintendents Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X
8. Provide training to assist teachers with effectively addressing the diverse needs of all student populations.	Assistant Superintendents Director of Federal Programs Directors Campus Administrators	X				X		X	X			X	X
9. Develop a system of tracing employment history for all SMSD employees.	Asst Supt PSS Human Resources Clerk	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 2 - Strategy 2: Provide quality staff development aligned to district policies goals and objectives.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to provide KILGO training for all staff members.	Asst Supt CIA Director of Secondary Instruction	X				X			X			X	X
2. Continue providing professional learning communities concepts and practices to improve student performance.	Superintendent Assistant Superintendents Business Manager Directors Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X
3. Foster a district-wide staff development culture that will empower all staff members to model ownership in the success of all students.	Superintendent Assistant Superintendents Business Manager Directors Campus Administrators	X	X	X	X	X	X	X	X	X	X	X	X
4. Continue providing a professional development calendar that provides opportunities for staff to receive training in areas of need and interest which extends to weekends and after-school hours.	Assistant Superintendents Business Manager Directors Campus Administrators Counselors	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue providing staff development related to the instruction of students with disabilities that is designed for educators who work primarily outside the area of special education.	Asst Supt CIA Business Manager Director of Federal Programs Campus Administrators	X			X		X				X	X	X
6. Continue providing staff training on the full continuum of positive behavioral intervention strategies.	Director of Federal Programs Campus Administrators Region 4 ESC		X		X			X			X	X	X
7. Continue providing mentor/mentee training for newly hired staff.	Asst Supt CIA Director of Secondary Instruction Campus Administrators		X	X	X	X	X	X	X	X	X		
8. Research the possibility of hosting online WIKI or blog-type chat rooms to provide online independent study professional development opportunities.	Asst Supt CIA Technology Director						X	X	X	X	X		
9. Continue providing New Teacher Academy in-service for new professionals.	Asst Supt CIA Director of Secondary Instruction Campus Administrators		X	X	X	X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 3: Provide outstanding customer service that focuses on preparing students to become life-long learners by serving them nutritious, quality meals prepared by trained and satisfied staff in a safe environment.**

<b>Strategic Area III: Provide a Safe and Secure School Environment</b>							
<b>Person Responsible:</b> Superintendent Assistant Superintendent PSS Business Manager Director of Child Nutrition Child Nutrition Staff		<b>Brief Description:</b> The Child Nutrition Department will provide high quality food service for all customers while striving to maintain financial autonomy.			<b>Evaluation Benchmark:</b> Feedback from customers Monthly board reports Increase in meal participation Improved attendance and student performance		
<b>Progress Report Dates:</b>							
Oct 2008	Nov 2008	Dec 2008	Jan 2009	Feb 2009	Mar 2009	Apr 2009	May 2009
<b>Resources Required:</b> Time and Effort Child Nutrition Supplies and Materials Brae Burn Construction Technology Services SHAC Handbook SHAC Committee		<b>FTE's Required:</b> None		<b>Source of Funds:</b> Local Funds Bond Funds		<b>Amount</b> \$25,000 \$3,300,000	

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 3 - Strategy 1: Promote a pleasant and nutritious environment.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to be 100% compliant with local, state, and federal child nutrition regulations.	Asst Supt PSS Director of Child Nutrition Child Nutrition Managers	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to be a self-funded balanced budget operation.	Asst Supt PSS Director of Child Nutrition Child Nutrition Managers	X	X	X	X	X	X	X	X	X	X	X	X
3. Continue demonstrating efforts to expand the district's School Health Advisory Committee (SHAC) by community, student, and parent input.	Assistant Superintendents Director of Child Nutrition SHAC Committee				X				X		X		
4. Research the possibility of providing summer training for Child Nutrition staff.	Asst Supt PSS Business Manager Director of Child Nutrition	X						X				X	X
5. Expand Child Nutrition facilities to assist with the implementation of efficient lunch and breakfast accommodations.	Asst Supt PSS Business Manager Director of Child Nutrition Outside Contractors	X	X	X	X	X	X	X	X	X	X	X	X
6. Provide serve-safe training for all Child Nutrition Managers and one additional Child Nutrition staff member on each campus.	Asst Supt PSS Director of Child Nutrition	X										X	X
7. Successfully implement Fuel Café concept for Middle and Primary Schools' Cafeteria focusing on brand merchandising and market. Continue to examine ways to expand the Fuel Café concept at other SMSD campus cafeterias.	Asst Supt PSS Business Manager Director of Child Nutrition Campus Principals	X	X	X	X	X	X	X	X	X	X	X	
8. Solicit student/customer feedback regarding the Child Nutrition program through a variety of venues: satisfaction surveys, campus-based student nutrition advisory committees, and on-going face-to-face interactions.	Director of Child Nutrition Campus Principals Child Nutrition Food Service Coordinator Child Nutrition Café Managers	X	X	X	X	X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 4: Maintain fiscal responsibility that provides a venue to fulfill the vision, mission, beliefs, and goals of SMSD.**

<b>Strategic Area VIII: Comply with TEA Requirement that 65% of Required Operating Budget be Allocated to Instructional Expenses as Defined by TEA</b>			
<b>Person Responsible:</b> Superintendent Assistant Superintendents Business Manager Director of Secondary Instruction Campus Administrators PEIMS Coordinator Technology Support Accountant		<b>Brief Description:</b> District and campus budget managers will develop budgets that reflect the educational priorities of the district and support programs in a manner that is cost effective.	
<b>Evaluation Benchmark:</b> Monthly budget report Audit reports AYP status Accountability rating			
<b>Progress Report Dates:</b> Aug 2008      Jan 2009      Jun 2009			
<b>Resources Required:</b> Time and Effort RSCCC Software Outside Consultants	<b>FTE's Required:</b> None	<b>Source of Funds:</b> Local Funds	<b>Amount</b> \$33,946

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 4 - Strategy 1: District and campus budget managers will develop cost effective budgets that reflect the educational goals of the district.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to utilize annual local staffing formulas and revise in accordance with student enrollment.	Superintendent Asst Supt PSS Business Manager	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to allocate Title funds to campuses on a student-need basis.	Business Manager	X		X					X				
3. Continue to meet with principals and directors every other month to insure budgetary funds are adequately monitored and cost effective.	Business Manager	X		X		X		X		X		X	
4. Monitor the district's financial position as it relates to the three-year running average allocation (i.e., compensatory education, bilingual, etc.).	Superintendent Business Manager	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue to provide updates on policies, procedures, and guidelines as they relate to internal monetary control (i.e., fundraiser practices, activity accounts, etc.)	Superintendent Business Manager	X	X	X	X	X	X	X	X	X	X	X	X
6. Continue efforts to meet the 65% rule.	Superintendent Business Manager	X	X	X	X	X	X	X	X	X	X	X	X
7. Complete the annual financial and compliance report in October and have board-approved at November Board Meeting.	Superintendent Business Manager			X	X								
8. Continue success of a 'Superior' achievement with FIRST rating.	Superintendent Business Manager			X									

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 5: Promote an effective facilities, operation, and transportation plan that will meet the current and future needs of the district.**

<b>Strategic Area III: Provide a Safe and Secure School Environment</b>				
<b>Person Responsible:</b> Superintendent Assistant Superintendent PSS Business Manager		<b>Brief Description:</b> Develop a comprehensive facilities and maintenance.		<b>Evaluation Benchmark:</b> Monthly Maintenance department reports Monthly Transportation department reports
<b>Progress Report Dates:</b>				
Aug 2008	Dec 2008	Mar 2009	Jun 2009	Jul 2009
<b>Resources Required:</b> Time and Effort Brae Burn Construction Custodians Bus Drivers Supplies and Materials Outside Consultants City of Stafford Employees	<b>FTE's Required:</b> None	<b>Source of Funds:</b> Local Funds Bond Funds		<b>Amount</b> \$13,500 \$175,000

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 5 - Strategy 1: SMSD will be safe, attractive, fit harmoniously into the community and be well-maintained and clean.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to follow the district's long-range facilities plan.	Superintendent Asst Supt PSS Business Manager	X	X	X	X	X	X	X	X	X	X	X	X
2. Conduct an annual review of the long-range facilities plan.	Superintendent Asst Supt PSS									X	X	X	
3. Continue to review and revise, if needed, safety priority requirements as per OSHA standards.	Asst Supt PSS Director of Maintenance and Transportation Campus Principals	X	X	X	X	X	X	X	X	X	X	X	X
4. Continue to enhance and modify all campus and district-wide safety and crisis response plans.	Asst Supt PSS Director of Maintenance and Transportation	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue to train the district's medical personnel on potential bioterrorism agents.	Asst Supt PSS	X	X	X	X	X	X	X	X	X	X	X	X
6. Work with City of Stafford to develop and implement a unified emergency plan.	Asst Supt PSS City Employees							X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 5 - Strategy 2: Optimize transportation operations to reflect a safe environment.</b>														
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>												
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	
1. Continue to research long-range transportation alternatives.	Superintendent Asst Supt PSS Business Manager Director of Maintenance and Transportation					X	X				X		X	X
2. Continue to update the district's routing schedule to reflect most efficient bus routes.	Superintendent Asst Supt PSS Director of Maintenance and Transportation	X				X							X	X
3. Implement a schedule of state-required bus evacuation trainings.	Asst Supt PSS Director of Maintenance and Transportation		X	X	X	X	X	X	X	X	X	X	X	
4. Consider funding options to upgrade SMSD transportation fleet.	Superintendent Asst Supt PSS Business Manager Director of Maintenance and Transportation			X	X	X	X							

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 6: Integrate technology that enhances the curriculum and learning objectives as well as foster communication between SMSD faculty, parents, and students. The successful implementation is dependent upon providing the resources and instruction to faculty, parents, and students.**

<p><b>Strategic Area I: Academic Excellence, Continuous Student Development, and Improvement</b>  <b>Strategic Area II: Recruit, Attract, and Retain Highly-Qualified Staff</b>  <b>Strategic Area V: Actively Promote SMSD in Community, County, State, and Nation</b></p>			
<p><b>Person Responsible:</b>                  Superintendent                  Assistant Superintendent PSS                  Business Manager                  Directors                  Campus Administrators                  Technology Director                  Teachers</p>	<p><b>Brief Description:</b>                  Incorporate technology as an integral means of communications.</p>	<p><b>Evaluation Benchmark:</b>                  Informal walk-throughs                  PDAS                  Lesson plans                  Student products                  TETN logs                  Certificates of Completion                  District's website</p>	
<p><b>Progress Report Dates:</b></p>			
<p><b>Resources Required:</b>                  Time and Effort                  Software                  Hardware                  Outside Consultants                  URI Technology                  Region 4                  Region 3                  Cambridge PGP</p>	<p><b>FTE's Required:</b>                  None</p>	<p><b>Source of Funds:</b>                  Local Funds                  Title II Part D                  411 Funds                  Bond Funds</p>	<p><b>Amount</b>                  \$220,941                  \$2,700                  \$75,000                  \$500,000</p>

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 6 - Strategy 1: The District will have increased access to technological tools and will utilize these tools to address needs of the students and improve communication (infrastructure)..</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to review the district's technology plan to ensure that the use of district technology is at a maximum.	Superintendent Assistant Superintendents Business Manager Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
2. Develop a plan to update the district's current infrastructure inclusive of lab and student computers.	Superintendent Business Manager Technology Director Technology Support	X	X	X	X	X	X	X	X	X	X	X	X
3. Develop a plan to update the district's network and telephone communication systems.	Superintendent Business Manager Technology Director Technology Support	X				X			X			X	
4. Implement a disaster recovery plan.	Superintendent Asst Supt PSS Technology Director					X			X			X	

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 6 - Strategy 2: Provide a technology venue that will assist staff in optimizing their ability to facilitate the learning process in a 'technology' rich environment (staff development).</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Provide training for all staff to include: a. CScope b. NetStart c. Cambridge d. RSCCC e. On-line Testing f. Tech Integration g. Renaissance h. Promethean Boards	Asst Supt CIA Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue to create professional learning communities to support the teachers' use of technology-based resources.	Asst Supt CIA Directors Campus Administrators Technology Director Teachers					X			X			X	X
3. Continue utilization of various technologies (i.e., portals, podcasting, etc.) to participate in the global learning community.	Asst Supt CIA Director of Secondary Instruction Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
4. Continue conducting regularly scheduled meetings with campus content managers whereby district, campus, and department content managers are provided training.	Asst Supt CIA Technology Support	X	X		X		X	X		X			X
5. Continue fostering a professional learning environment that includes integrated technology instruction.	Asst Supt CIA Director of Secondary Instruction Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
6. Research the possibility of developing a mobile technology training station.	Assistant Superintendents Business Manager Technology Director	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 7: Develop a climate supported by parents, community, and staff which exemplifies Spartan Pride and fosters creativity, respect, and ownership for student success.**

<b>Strategic Area III: Provide a Safe and Secure School Environment</b>			
<b>Person Responsible:</b>		<b>Brief Description:</b>	<b>Evaluation Benchmark:</b>
Superintendent Assistant Superintendents Business Manager Campus Administrators Athletic Director Safe and Drug-Free Coordinator Counselors Nurses PEIMS Coordinator Student Resource Officers Coordinator for Board and Community Relations City of Stafford		SMSD will provide a culture that models an environment of excellence (i.e., Safe and Drug-Free) and ownership of success.	PEIMS 425 Report RSCCC Reports Observations PDAS Community Input
<b>Progress Report Dates:</b>			
<b>Resources Required:</b>	<b>FTE's Required:</b>	<b>Source of Funds:</b>	<b>Amount</b>
Time and Effort	None	Title II	\$4,000
Region 4		Title IV	\$800
HCDE		Local Funds	\$7,000
Parent Support			
SROs			
Interquest Canine Services			
Raptor System			
Athletic Trainer			
Ft. Bend Co. Sheriff's Dept.			

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 7 - Strategy 1: All students will be educated in environments that are safe, drug-free, and foster academic excellence.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to celebrate student accomplishments via board recognitions, media, campus gatherings, and other events.	Superintendent Campus Administrators Counselors Teachers	X	X	X	X	X	X	X	X	X	X	X	X
2. Expand the education program weekly Safety and Security training (i.e., Cyber-Bullying, Stranger Safety)	Assistant Superintendents Campus Administrators Counselors Teachers			X				X			X	X	X
3. Continue to facilitate character education programs that target suicide prevention, conflict resolution, violence intervention, and prevention and bullying.	Asst Supt CIA Business Manager Counselors					X			X		X	X	
4. Foster a district-wide culture that embraces the Positive Based Monitoring Discipline Strategies.	Director of Federal Programs Campus Administrators Counselors Teachers	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue to educate students on the harmful effects of drug, alcohol, and other deadly behaviors via campus-related safe and drug-free activities and student organizations.	Campus Administrators Safe and Drug-Free Coordinator Counselors	X	X	X	X	X	X	X	X	X	X	X	X
6. Continue requiring campus visitor check-in via V-Soft system.	Campus Administrators SROs	X	X	X	X	X	X	X	X	X	X	X	X
7. Implement a district-wide date violence policy to be adopted by the Board.	Superintendent Campus Administrators Counselors						X		X	X	X		
8. Implement a district-wide mentor program whereby parents and community members mentor students.	Campus Administrators Counselors Coordinator for Board and Community Relations	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 7 - Strategy 1: (continued)</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
9. Implement a district-wide system whereby campuses would document drug and tobacco-related education to students.	Campus Administrators Counselors Coordinator for Board and Community Relations	X	X	X	X	X	X	X	X	X	X	X	
10. Continue district-wide board recognition of students' successes.	Superintendent Coordinator for Board and Community Relations Campus Administrators Teachers SMSD Board of Trustees		X	X	X	X	X	X	X	X			
11. Continue to utilize the SMSD website as a tool for recognizing parent participation and a means to facilitate involvement.	Superintendent Assistant Superintendents Campus Administrators Teachers Counselors Technology Department	X	X	X	X	X	X	X	X	X	X	X	X

**Stafford Municipal School District - 2008-09 District Improvement Plan**

**Goal 8: Develop and support the role of parents by encouraging them to foster learning at home.**

<b>Strategic Area V: Actively Promote SMSD in Community County, State, and Nation</b>				
<b>Person Responsible:</b> Superintendent Assistant Superintendents Directors Campus Administrators Counselors Teachers		<b>Brief Description:</b> Enhance and increase parent involvement as it relates to positive academic achievement.		<b>Evaluation Benchmark:</b> Sign-In Sheets Parent Conferences Activity Sign-In Sheets Parent Involvement Survey Results
<b>Progress Report Dates:</b>				
Oct 2008	Jan 2009	Mar 2009	May 2009	Jul 2009
<b>Resources Required:</b> Parent Support Time and Effort Hardware Software Administration Volunteer Support Supplies District Web-site	<b>FTE's Required:</b> None	<b>Source of Funds:</b> Local Funds Title I Title III		<b>Amount</b> \$15,000 \$26,000 \$2,000

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 8 - Strategy 1: Develop and support the role of parents by encouraging them to foster learning at home.</b>													
		<b>Timeline</b>											
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Continue to develop a network of parent support for school transitions.	Campus Administrators Counselors									X	X	X	X
2. Research the possibility of creating a parent network to welcome new SMSD parents to the district.	Superintendent Campus Administrators Superintendent's Adm. Assistant						X		X			X	X
3. Continue to post information on the parent link on the district's website that highlights parent education tips.	Asst Supt CIA Campus Administrators Technology Director						X		X		X	X	
4. Continue providing parent education tips and services via the district's Parent Resource Center.	Director of Federal Programs	X	X	X	X	X	X	X	X	X	X	X	X
5. Continue to host family nights that highlight a myriad of academic program areas.	Campus Administrators Teachers		X				X			X	X		
6. Continue to host Parent Adult Literacy classes for SMSD parents.	Parent Liaison		X	X	X	X	X	X	X	X	X		
7. Continue to host parenting classes for SMSD parents.	Parent Liaison		X	X	X	X	X	X	X	X	X		

**Stafford Municipal School District - 2008-09 District Improvement Plan**

<b>Goal 8 - Strategy 2: Create a venue that enhances parental involvement and communication.</b>													
<b>Activity</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>											
		<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>
1. Implement a program that will provide secure parental on-line access to student grades.	Asst Supt PSS PEIMS Coordinator Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
2. Continue dissemination of Superintendent's Key Communicator Letter	Superintendent	X	X	X	X	X	X	X	X	X	X	X	X
3. Research the possibility of developing a system for parents to register for email alerts and webinars highlighting pertinent education information.	Superintendent Assistant Superintendents Business Manager Technology Director	X	X	X	X	X	X	X	X	X	X	X	X
4. Continue to host a district Parent and Community Learning Day.	Superintendent Asst Supt CIA Directors Campus Administrators Counselors Teachers	X	X	X						X			
5. Continue utilization of S-METV to promote district activities and inform the public.	Superintendent Directors Technology Director Coordinator for Board and Community Relations	X	X	X	X	X	X	X	X	X	X	X	X
6. Continue to air all Board meetings and work sessions on S-METV.	Superintendent Directors Technology Director Coordinator for Board and Community Relations	X	X	X	X	X	X	X	X	X	X	X	X