

Galena Park Independent School District

District Improvement Plan

2013-2014
Revised 7.10.13

Section 1- Introduction

- 1. District:** Galena Park ISD
- 2. Location:** 14705 Woodforest Blvd., Houston, TX 77015
- 3. Superintendent:** Dr. Angi Williams
- 4. Current District Advisory Team Members:**

Maria Munoz	Pamela Holmes	Calvin Thomas
Kim Martin	Lee Sterling	Elizabeth Lalor
Teresa Flores	Anne Rountree	Nathan Hyman
Carmela Garcia	Paula Henney	
Brenda Charles	Ibrahim S. Abou-Awdi	
Cathy Weigle	Alicia Sanford	
Isaias Degollado	Angela Griffin	
Debra Welch-Marks	Jessica Sanchez	
Danna Moten	Mischelle Fickessen	
Regina Patrick Simms	Kara Traylor	
Beth Dunn	Evelyn Ridgeway	
Margeaux Fisher	Mike Hensley	
Cherri Potter-Palacio	Beverly Finley	
Staci Lee	Rashida Arellano	
Toby Brewer	Debra Canady	
Lucia Perez	Linda Sherrard	
Wendy Jones	Aurora Hurtado	
Kelly Hoxha	Shanna D. LeBrum	
Christina Sampson	Shirley Moody	

5. District Mission/Vision Statement:

Motto: Leading, Learning, Serving

Mission: The mission of the Galena Park Independent School District is to prepare students to become productive citizens and lifelong learners.

Section 2 - Comprehensive Needs Assessment

1. Where We Have Been:

A. History of the District and Important Changes

When Ezekiel Thomas died, one thousand acres of his property was sold at public auction to Isaac Batterson, who settled on the land and named the settlement Clinton, after his former home in New York. In 1928, construction of the new high school, which was the old Galena Park Middle School was completed, and E. Lunsford became Principal. It was also in 1928, on April 13, that a group of citizens met and officially changed the name of the town from Clinton to Galena Park after the Galena Signal Oil Company, one of the town's leading industries. The change was made because the United States Post Office Department rejected the earlier name since there was already a post office at Clinton, Texas, in Hunt County.

Galena Park Independent School District was established in 1930 with G. P. Smith serving as Superintendent. He was followed by J. C. Ingram, W. E. Diskell, Dr. Walton Hinds, W. C. Cunningham, Dr. Gerald D. Cobb, Dr. Don W. Hooper, Dr. Shirley J. Neeley, and Dr. Mark Henry. Dr. Angi Williams is currently serving as Superintendent.

There are two high schools, five middle schools, fifteen elementary schools, and two alternative programs staffed by approximately 2,800 teachers, administrators, classified and auxiliary personnel making us one of the largest employers in east Harris County. The District includes 39 square miles outside of Loop 610 East and has a student enrollment of over 21,900.

In 1999, District voters passed the largest bond referendum in the District's history. A \$120 million issue was approved, paving the way for the District to begin construction projects designed to carry the GPISD into the 21st century. The bonds have been used to pay for the construction of a new athletic complex facility, transportation facility, FFA facility, administration building and the renovation of existing buildings.

B. Attendance/Dropout/ Completion Rate, College Readiness Data

	2008-09	2009-10	2010-11
Attendance	95.9%	95.7%	95.9%
Dropout (7-8)	0.4%	0.1%	0.5%
Dropout (9-12)	3.7%	3.1%	2.5%
Completion Rate	93.9%	95.2%	90.4%
4-Year Grad. Rate	NA	86.3%	86.6%
Advanced /Dual Credit	16.5%	19.0%	32.8%
RHSP/DAP	83.4%	80.4%	76.8%
AP Tested	10.3%	10.0%	9.8%
AP Scores	31.8%	50.9%	55.1%
College Ready	39%	46%	43%

Information was updated in November 2012 with the release of the AEIS report. Highlighted areas are where GPISD is behind the state percentages.

C. AYP

2012 – Missed A AYP in Special Education Reading/ELA Performance, Special Education Math Performance due to the federal cap

** District begins Stage II School Improvement

2011 – Missed AYP in Special Education Reading/ELA Performance, Special Education Math Performance due to the federal cap

** District begins Stage I School Improvement

2010 - Missed AYP in Special Education Reading/ELA Performance due to the federal cap

2009 – Made AYP

2008 – Made AYP

D. TAKS Demographic Data

	R/ELA	Math	Science	Social Studies
2010 – All	91	90	89	98
AA	93	87	89	99
H	90	90	88	98
W	93	90	93	98
ED	90	89	88	98

	R/ELA	Math	Science	Social Studies
2011 – All	90	88	86	96
AA	92	86	88	96
H	89	89	85	96
W	93	89	89	97
ED	89	88	85	96
2012 – 10/11	90	86	85	96
AA	89	82	82	96
H	90	87	86	96
W	93	83	90	98
ED	89	85	84	95

2011 is the first year Special Education alternate and modified tests counted in these percents.

2012 was the first year for STAAR/EOC. We only had 10th and 11th grades test on TAKS.

2012 – EOC	GPISD	State
English I Reading	58.3	68
English I Writing	39.8	55
Algebra I	86.3	83
Geometry	98.5	98
World Geography	78.1	81
Biology	86.4	87

2013 – EOC	GPISD (includes retakes)
English I Reading	61.1
English I Writing	39.4
Algebra I	80.0
Geometry	86.6
World Geography	71.8
Biology	87.9
English II Reading	74.6
English II Writing	34.5
World History	69.3
Algebra II	99.7
Chemistry	87.6
Physics	76.1

STAAR 3rd – 8th Grade

			% Met LII 2013	% Met LII 2012	% Diff (2013 vs 2012)
Reading					
GPISD	grade	3	74.1%	75.7%	-1.6%
		4	64.5%	76.7%	-12.2%
		5	88.1%	76.5%	11.6%
		6	70.1%	74.4%	-4.3%
		7	73.9%	75.3%	-1.4%
		8	89.0%	79.1%	9.8%
		Total	76.8%	76.3%	0.5%
Math					
GPISD	grade	3	72.7%	68.9%	3.8%
		4	73.7%	73.2%	0.5%
		5	92.4%	85.9%	6.5%
		6	80.9%	83.3%	-2.3%
		7	80.1%	77.8%	2.3%
		8	86.6%	75.2%	11.4%
		Total	80.9%	77.5%	3.4%
Writing					
GPISD	grade	4	73.4%	73.3%	0.1%
		7	70.0%	71.4%	-1.4%
		Total	71.7%	72.4%	-0.6%
Science					
GPISD	grade	5	74.7%	74.2%	0.4%
		8	78.4%	78.6%	-0.2%
		Total	76.6%	76.4%	0.2%
S Studies					
GPISD	grade	8	54.2%	52.0%	2.2%

Overall, the District made improvements in STAAR Reading, Math, Science, and Social Studies.

Annual Measurable Achievement Objective (AMAO)Data

2010 - Met all Indicators

2011 - Met all Indicators

2012 - Met all Indicators

2. Where We Are Now:

Galena Park ISD continues to deliver effective instruction to our diverse and growing student population in grades Pre-K through 12.

Galena Park ISD takes great pride in its academics. A variety of outstanding instructional programs are designed to meet the ever-changing needs of the students we serve. Galena Park ISD's instructional programs include bilingual education, English as a second language, advanced placement classes, pre-advanced placement classes, dual credit, gifted and talented, special education, career and technical education (CTE), tutorials and alternative educational programs. We also have dropout recovery programs to help our students: Pregnancy Related Services and PEP child care, TAKS Evening Classes, Accelerated Center for Education, Night School and the Optional Flexible School Day Program.

The District also takes great pride in outstanding fine arts, FFA, athletic, academic UIL, and LOTC and AFJROTC programs. Several of our award-winning programs have been recognized at the district, regional and state levels.

A. Demographic Data

As of May 31, 2013, GPISD has 10,735 elementary students, 4910 middle school students and 6419 high school students.

Subpopulation	Percent
African American	16.4%
Hispanic	76.0%
White	5.6%
Asian	0.8%
American Indian	0.3%
Economically Disadvantaged	81.7%
Limited English Proficient	27.7%
Special Education	9.2%
At-Risk	44.3%
Migrant	0.7%

B. Highly Qualified Teacher Data

2012-13	100%
2011-12	98.93%
2010-11	97.63%
2009-10	96.55%
2008-09	94.87%

C. Survey Data

All staff members in the district were afforded the opportunity to complete a Needs Assessment survey in the spring of 2013. The following areas had at least 90% Agree or Strongly Agree as focus areas:

- School Wide Discipline
- Reducing Dropouts
- English
- Reading
- Mathematics
- Science
- Educational Technology
- Increasing Student Attendance
- Increasing Parental Involvement
- Academic Counseling
- Personal/Social Counseling

Besides staff development in the teachers' subject area, the following topics were the most requested for staff development:

- Understanding STAAR/EOC
- Behavior Intervention Strategies
- Increasing Literacy
- Stress management

In May 2013 parents were surveyed concerning the customer satisfaction they have received regarding the schools. Although our schools received high marks in all areas, the two areas with the lowest satisfaction were:

- Phone calls returned in a timely manner
- Communication from the teachers

D. District Needs

Based on the quantitative and qualitative data, the following have been listed as needs for GPISD:

- Meet AYP
- Staff development in core areas and STAAR/EOC
- Updating curriculum in tested areas
- Updating/maintaining technology
- Parent Communication
- 100% Highly Qualified Staff
- Staff development in teaching strategies for LEP and SPED students
- Dropout Prevention and Student Recovery
- Instructional coaches to supplement instruction for at-risk students
- Additional campus staff to assist with high need students

3. Where We Are Going:

The following goals and objectives have been approved by our District Site-Based Committee and our Board of Trustees:

STUDENT SUCCESS

Goal 1: <i>The District will provide a safe and productive learning environment for students.</i>
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Target 1.1: Students in grades K-12 will receive instruction on safe, responsible, legal and ethical behavior while using digital tools and resources.

Target 1.2: The district will ensure that all staff members are trained in Foundations.

Target 1.3: All high school students will be required to wear an identification badge.

Target 1.4: All campuses will have lockdown, fire, tornado, intruder, and shut down drills.

Target 1.5: Students will be safe from the intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control them while in a dating relationship.

Target 1.6: Students will be safe from bullying and retaliation from reporting bullying.

Target 1.7: The district will ensure that all staff members are trained in child abuse prevention and warning signs.

Goal 2: *The District will provide opportunities and information to assist students in preparing for college and careers.*

- Target 2.1:** GPISD will increase the percentage of students scoring a three or better on Advanced Placement examinations from 51% in 2011 to 60% in 2018.
- Target 2.2:** GPISD will continue to provide all students opportunities to explore and develop skills relevant to a chosen career pathway.
- Target 2.3:** GPISD will maintain the percentage of students taking SAT/ACT in the 45-55% range or above.
- Target 2.4:** GPISD will maintain the percentage of students taking Advanced Courses in the 15-25% range.
- Target 2.5:** GPISD will increase the mean SAT/ACT scores for the top 10%, 25%, and 50% of students.
- Target 2.6:** GPISD will provide access to an electronic Scholarship Handbook to all seniors and assist them in completing scholarship applications.

Goal 3: *The District will define and implement measures by which student success for all subgroups can be determined, relative to the tested, foundation areas of curriculum in mathematics, social studies, science, English/ Language Arts and Instructional Technology and report results to the BOT annually.*

- Target 3.1:** All 8th grade students will take the Technology Applications Assessment in May of each school year. All 2nd and 5th grade students will complete projects that cover the Technology Application TEKS.
- Target 3.2:** Students in grades K-12 will complete project based lessons that are tied to curriculum and technology application TEKS.
- Target 3.3:** Ensure that all students identified as Limited English Proficient (LEP), homeless, and/or Special Education are appropriately served to meet their individual academic needs.
- Target 3.4:** Provide extended school day, Saturday tutorials and accelerated services for Limited English Proficient (LEP), Migrant, Priority for Services (PFS), homeless, and Special Education students focusing on meeting individual student needs based on academic performance and to deliver intensive reading instruction commensurate to their language proficiency.

Target 3.5: Actively identify and recruit migrant students to ensure instructional needs and support services are secured for all MEP students.

Target 3.6: The district will meet the needs of three and four year old migrant students by implementing home based building bridges.

Target 3.7: GPISD will meet or exceed the state percentage of all students and the sub populations of Hispanic, African American, White, Economically Disadvantaged, LEP, Special Ed., Migrant, and Priority for Services (PFS), at the satisfactory academic performance level and the advanced academic performance level on state assessments in all content areas.

Target 3.8: The curriculum department will revise all core content area curricula to reflect changes to the Texas Essential Knowledge and Skills (TEKS) and reflect the level of rigor necessary for student success on the State of Texas Assessment of Academic Readiness (STAAR) exams.

Target 3.9: Common district assessments will be developed and/or revised to reflect the level of rigor and will correspond with the blueprints for the State of Texas Assessment of Academic Readiness (STAAR) exams.

Target 3.10: Students in kindergarten through second grade will increase early literacy results from the 2010-2011 school year to the 2011-2012 school year.

Target 3.11: GPISD will provide support services including Compensatory Education Home Instruction (CEHI) to pregnant students during the prenatal and postpartum services to help students adjust academically, mentally and physically and stay on track for graduation.

Target 3.12: The district will provide alternative learning environments for At-Risk students (to include PEP, ACE Night School, CFS).

<p><i>Goal 4: The District will implement strategies to meet Adequate Yearly Progress (AYP) standards.</i></p>

Target 4.1: The district will evaluate students' scores on modified state tests and determine when students should be considered for moving to the regular STAAR.

Target 4.2: Work collaboratively with campuses and all content areas by meeting and reviewing student assessment data as it pertains to LEP, LEP/Special Ed, monitored LEP, Migrant, and PFS students to exceed the state percentage of students passing STAAR and EOC in all content areas.

Goal 5: *The District will define and implement measures by which student success can be determined for enrichment and extracurricular areas not tested by the State of Texas Assessment of Academic Readiness (STAAR – Texas’ new academic accountability system) assessment, which includes art, music, theater, dance and physical education and report results to the BOT annually.*

Target 5.1: GPISD will provide opportunities for student success in the enrichment curriculum areas (art, music, theater, dance, languages other than English, career and technical education, health and physical education).

Target 5.2: Secondary music ensembles will participate in the UIL Concert and Site Reading evaluation.

Target 5.3: GPISD will report participation in and measure UIL success of extracurricular activities based on data comparing GPISD schools to those with which the district competes and those from the TEA Campus Comparison Groups.

Target 5.4: GPISD will provide instruction to students and parents regarding public events and performance etiquette to be reinforced during all assemblies, performances and public events. The goal of this target will be to raise awareness and define expectations for appropriate behavior at school performances and public events.

Goal 6: *The District will improve counseling services.*

Target 6.1: Middle school and high school counselors (grades 6-12) will meet one-on-one or in small groups with all of the students.

Target 6.2: Counselors will develop monthly campus calendars with planned activities in the areas of academic counseling, personal/social counseling, and college/career counseling.

Target 6.3: Campuses will provide a transition/orientation for new students, especially at transition grades (Pre-K, K, 6th grade, 9th grade).

Target 6.4: Counselors will provide counseling services when needed in the following areas: suicide prevention, dating violence, bullying, conflict resolution, college readiness, career exploration and any other areas as necessary to meet the students’ personal, social and academic needs.

Goal 7: *The District will have a 96.5% or higher student attendance rate.*

Target 7.1: Each campus will provide incentives to promote student attendance.

Goal 8: *The District will increase parental involvement opportunities.*

- Target 8.1:** All parent communication will be available in both English and Spanish.
- Target 8.2:** Each campus will post parental involvement opportunities on their campus web site and use the call-out system to inform parents of the parental involvement activities that are available.
- Target 8.3:** All school staff will be trained annually with “Family Friendly Schools.”
- Target 8.4:** All campuses will annually update their Parental Involvement Policy and the Compact.
- Target 8.5:** Middle schools and high schools will increase parent/counselor communication regarding the planning, scheduling and implementation of graduation plans for students. KW
- Target 8.6:** Parents will be surveyed annually with a Customer Satisfaction survey. The survey will cover: topics for parent meetings, time of parent meetings, counselors, administrators, feeling welcome at the school, communication from teachers and the prompt return of phone calls.

STAFF SUCCESS

Goal 9: *The District will provide a safe and productive working environment for employees.*

- Target 9.1:** The District will train teachers in CHAMPS and Crisis Prevention.
- Target 9.2:** The District will require teachers to pass on-line safety courses.
- Target 9.3:** The District will continue the security contract with law enforcement.

Goal 10: *The district will have a 97% or higher teacher attendance rate.*

- Target 10.1:** The district will investigate the possibility of having a staff/student daycare facility in the district.
- Target 10.2:** The district will provide incentives to the campuses with the best teacher attendance rate.

Goal 11: *The District will provide professional development opportunities for staff to improve instruction and skill sets for their respective positions.*

Target 11.1: The District will provide staff development in the TEKS for all courses.

Target 11.2: Provide meaningful and relevant training for teachers who teach English language learners to improve lesson planning, delivery and reflection.

Target 11.3: Professional development will be provided to all professional staff regarding changes in the state accountability system including information pertaining to accommodations, modifications, scaffolding and the use of sheltered instruction strategies.

Target 11.4: 100% of teachers will have high quality staff development.

Goal 12: *The District will strive to have 100% Highly Qualified teachers as required by the No Child Left Behind (NCLB) law.*

Target 12.1: The District will only hire Highly Qualified Teachers.

Target 12.2: The Bilingual/ESL department will offer preparation classes to any certified professional whose current job assignment requires Bilingual or ESL endorsement.

Target 12.3: The District will follow the District's Highly Qualified Plan.

Goal 13: *The District will implement measures to maintain high staff morale and low teacher turnover rate.*

Goal 13.1: All campuses and departments will host at least two team building activities per semester.

STEWARDSHIP OF RESOURCES

Goal 14: *The District will communicate our financial status in an open, honest and transparent manner.*

Target 14.1: Financial information will be available on the website.

Target 14.2: GPISD will continue to meet all the requirements so GPISD can be eligible to earn the Leadership Circle Gold Award for financial transparency awarded by the Texas State Comptroller, an independent agency.

Target 14.3: Continue to earn the Certificate of Excellence from the Association of School Business Officials (ASBO) International.

Target 14.4: Continue to earn the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association.

Goal 15: The District will develop and maintain an internal audit framework that ensures the district's resources are adequately safeguarded against loss, waste and abuse.

Target 15.1: The District will allow staff, students, and parents to report fraud anonymously online.

Target 15.2: Campus activity funds will be evaluated for their procedural controls over cash receipts and deposits.

Target 15.3: The District will identify cost saving opportunities in all operational areas on an ongoing basis.

Goal 16: The District will provide prudent stewardship of its financial resources to best support student success.

Target 16.1: The District will continue to meet all requirements to be awarded by the Texas State Comptroller based on the financial allocation study of Texas (FAST).

Target 16.2: Annual evaluations of the Title I and Title III programs will be completed to ensure that funds are being used to best support student success.

Target 16.3: Update and maintain technology resources, hardware and infrastructure.

Target 16.4: The budget blueprint document for the 2012-13 and the 2013-14 fiscal years will include proposals for expenditure reductions, cost saving opportunities as well as revenue enhancement measures.

Goal 17: The district will actively pursue grant opportunities and forge connections with the local business community to further our mission of inspiring students to become life-long learners and productive citizens.

Target 17.1: The Education Foundation will continue to support all schools.

Target 17.2: The District will increase partnership with businesses.

Target 17.3: GPISD will continue to work in partnership with San Jacinto College North to increase dual credit CTE program enrollment in EMT, auto body/collision, diesel technology, welding and HVAC.

Target 17.4: The District will seek competitive grant applications each year.