Panola Schools

Campus/District Improvement Plan

2016-2017

Board of Trustees

PANOLA SCHOOLS

Mission

The mission of Panola Schools is to provide an educational program which will develop and enhance our students' intellectual, social, emotional, and physical growth in order to encourage them to become creative, responsible, patriotic, contributing members of society. Inherent within this mission is the belief that all students can learn, and that school can make a difference in the lives of its students.

Vision

We, at Panola Schools, share the vision that it is our responsibility to provide the opportunity for all students to learn the skills necessary to be productive members of society. We believe that each student has the opportunity to make the most of his or her individual gifts and talents in reaching all goals for success in tomorrow's world. A dedicated staff supports and reinforces the vision of an environment of respect, responsibility and recognition, producing graduates who enter the local and global community with academic knowledge, marketable skills, and positive work ethics. Parental support and involvement are necessary to motivate students for success in education. Through continual communication and cooperation, Panola Schools will develop a progressive educational program of academic development for all students. We believe that the best learning process occurs when students and staff are motivated to strive for excellence.

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Goal 1. Panola Schools will provide a safe, secure, and supportive learning environment for all students, staff, and community.

Objective 1. Panola Schools will evaluate current security measures and implement a plan designed to address facilities, technology, and personnel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Panola Schools will utilize security cameras to monitor/deter inappropriate behavior in and around facility. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal	Daily		
2. Panola Schools will perform routine fire drills, lock down drills, and shelter in place drills. (Target Group: All) (NCLB: 4)	Principal	Fall 2016-Spring 2017		
3. Panola Schools will partner with the Sheriff's Department to have the drug dog make unannounced visits throughout the year. (Target Group: All) (NCLB: 4)	Principal	2016-2017 School Year		
4. Panola Schools will use Barracuda Network security to monitor all internet usage. (Target Group: All) (NCLB: 4)	Director of Technology	Daily		
5. All students will take the Internet Safety course provided by ESC 7 and receive a certificate of completion. (Target Group: All) (NCLB: 4)	Director of Technology, Teacher(s)	Oct. 2016		Decrease Internet violations by 10%
6. All faculty and staff will maintain yearly online training/certification in the areas of First Aid, CPR, and AED. (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Nov. 2015		
7. Panola Schools will ensure the safety of all stakeholders by utilizing criminal background checks and fingerprinting on all employees. (NCLB: 4)	Principal	Prior to employment		
8. Students will participate in Red Ribbon Week activities. (Target Group: All) (NCLB: 4)	Assistant Principal(s)	Oct. 2016	(O)Other, (S)Local Funds	
9. In conjunction with Red Ribbon Week, students will have the opportunity to attend sessions with guest speakers. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s)	Oct. 2016	(O)Other, (S)Local Funds	

PANOLA SCHOOLS

Goal 1. Panola Schools will provide a safe, secure, and supportive learning environment for all students, staff, and community.

Objective 2. Panola Schools will foster a positive, supportive learning culture/community built on mutual respect and high expectations for all stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Panola Schools will provide an individual Interview meeting with student and parent/guardian prior to enrollment as well as an Orientation session with all students on the first class day. They will be made aware of all expectations/procedures and sign an acknowledgment form. (Target Group: All) (NCLB: 4)	Principal, Teacher(s)	August 2016-July 2017	Student Handbook	PCS will decrease transfers by 10%
2. Panola Schools will recognize student achievement with various celebrations/awards. *Daily Attendance Race *Six Week Honor Roll/Perfect Attendance *Monthly Birthdays *Semester Honor Roll/Perfect Attendance *Early Release Academic/Behavioral Contracts *Academic Letter Jacket *Student of the Month photo/article placed in area/local newspaper/website *Eagle Spotlight (Target Group: All)	Teacher(s)	2016-2017		
3. All faculty and staff will participate in child abuse prevention training, "Darkness to Light". (Target Group: All) (NCLB: 4)	Assistant Principal(s)	Dec. 2016		
4. Panola Schools will provide students with leadership opportunities while participating in community service activities/organizations. *See You at the Pole *Produce Drop *Food Drive *Toy Drive *Coat Drive (Target Group: All)	Assistant Principal(s)	SYATP Sept., FD Nov., TD Dec., CD Jan., PD monthly		Increase student involvement by 20%

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Goal 2. Panola Schools will provide rigorous, well-balanced, research-based instructional opportunities for students to access/master state curriculum (TEKS).

Objective 1. Panola Schools will sustain innovative use of up to date technology to promote student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each student will be assigned a Lenovo ThinkPad mini with headphones for daily access to online coursework.	Director of Technology, Teacher(s)	daily	(F)IDEA Special Education, (S)State	Increase student performance by 20%
2. Each student will be assigned a TI-83 graphing calculator. Students in a college math or science course may check out new scientific calculators. (Target Group: All)	Teacher(s)	daily	(S)State	Increase technology use by 50%
3. Panola Schools will continue contract with Edgenuity Inc. to purchase TEKS-based rigorous online coursework. (Target Group: All)	Director of Technology, Superintendent(s)	2016-2017 School year	State	Increase Credit recovery by 50%
4. Panola Schools will partner with Panola College to offer students online as well as face to face courses for dual or concurrent credit. Students may earn up to 60 hours, including an Associates Degree. (Target Group: All)	Counselor(s), Principal, Superintendent(s)	2016-2017 School year	State	Increase Associate Degrees by 10%

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Goal 2.   Panola Schools will provide rigorous, well-balanced, research-based instructional opportunities for students to access/master state curriculum (TEKS).

Objective 2.   Panola Schools will utilize a variety of instructional practices to increase student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will attend small group, hands-on tutorials in the areas of STAAR/EOC. (Target Group: 9th, 10th, 8th)	Teacher(s)	weekly	State	Increase student success to 60%
2. Students will be given individualized accelerated instruction, traditional and/or online, to receive credit recovery and regain age appropriate grade level standing. (Target Group: AtRisk) (NCLB: 5)	Teacher(s)	daily	State	Increase Credit recovery by 10%
3.Panola Schools will hired additional staff in fields of greatest needs	CEO	2016-17	State	Increase student STARR/EOC in eco-disadvantage students to 60% passing at level 2

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Goal 2. Panola Schools will provide rigorous, well-balanced, research-based instructional opportunities for students to access/master state curriculum (TEKS).

Objective 3. Panola Schools will offer engaging extra-curricular academic programs to give students opportunities to apply learning in a variety of settings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students may join the robotics team and participate in UIL Robotics competition. (Target Group: GT)	Teacher(s)	weekly construction, Comp. Nov. '16 & Mar.'17	(S)State	Begin Robotics for credit in High School.
2. Students may join the Model UN team and participate in competition. (Target Group: GT)	Teacher(s)	2016-2017	(S)State	
3. Students will be offered additional CTE courses	Teacher(s)	Fall 2016	(S)State CTE	Increase Certification options by 10%

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Goal 3. Panola Schools will attract and retain highly qualified, effective faculty and staff.

Objective 1. Panola Schools will hire experienced certified teachers and provide time/funds for teachers to engage in continued professional development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Panola Schools will strive to hire teachers with a Secondary Certification or Master's in a core subject so that each core area is represented. (Target Group: All) (NCLB: 1,2,3,5)	Principal/CEO	July 2016	State	Work to retain at 90%
2. Panola Schools will join and use the Region VII math, science, language arts, social studies, ESL, and GT shared services for professional development. (Target Group: All) (NCLB: 1,2,3,5)	Principal	2016-2017	(S)State	
3. Panola Schools will support teacher participation in yearly subject area conventions including CAMT-Conference for the Advancement of Mathematics Teaching and CAST-Conference for the Advancement of Science Teaching. (Target Group: All) (NCLB:	Principal, Teacher(s)	CAMT-Jul 2016; CAST-Nov 2017	(S) State	
4. Panola Schools will provide yearly inservice to keep teachers and faculty up to date on all state mandates/requirements. (Target Group: All) (NCLB: 1,2,3,4,5)	Counselor(s), Director of Technology, Principal, Superintendent(s)	Aug. 2016		
5.				
6.				

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Goal 3. Panola Schools will attract and retain highly qualified, effective faculty and staff.

Objective 2. Panola Schools will hire experienced support staff and provide time/funds for staff to engage in continued professional development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Panola Schools office/records staff will maintain up-to-date training for PEIMS including TxEIS, TREx, TxSuite, TSDS through the Region 7 Service Center.	Business Manager, Attendance Clerk, PEIMS Coordinator	2016-2017		
2. Panola Schools Counselor/Testing Coordinator will maintain up-to-date training with regard to State legislative actions including House Bill 5 state accountability and testing requirements, graduation requirements (PGP's) and Higher Education Coordinating Board standards. (Target Group: All)	Counselor(s), Testing Coordinator	2016-2017		
3. Panola Schools Special Education staff will maintain up-to-date training through the Regional Service Center, in the areas of State Mandates including testing, paperwork/records, 504, transition/vocational, RTI. (Target Group: SPED, Dys, 504)	Special Education Director	2016-2017		

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Goal 4. Panola Schools will ensure ongoing parental and community involvement to increase student learning.

Objective 1. Panola Schools encourage parental involvement through regular communication.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Parents will receive emails of student progress/grade reports from Edgenuity Inc., online coursework. (Target Group: All) (NCLB: 5)	Teacher(s)	daily/weekly		Decrease the need for credit recovery by 25%
2. Parents will have an individual access code to enter Edgenuity Inc. Parent Portal for resources to aid in student success. (Target Group: All) (NCLB: 5)	Director of Technology, Teacher(s)	Daily		Increase parent involvement by 25%
3. Panola Schools will publicize events/alerts on campus website as well as Facebook and Schoolway Connect app. to keep parents and students informed. (Target Group: All)	Director of Technology/ CEO	2016-2017		
4. Parents will receive a Semester report card of student grades. (Target Group: All) (NCLB: 5)	Teacher(s)	Dec 2016 & May 2017		
5. Panola Schools will host Open House. (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Counselor(s), Director of Technology, Principal, Teacher(s)	Sept 2016	(S)State	
6. Parent/Teacher conferences will be scheduled every three weeks with failing/near failing students to maintain student success. (Target Group: All) (NCLB: 5)	Teacher(s)	2016-2017		

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Goal 4. Panola Schools will ensure ongoing parental and community involvement to increase student learning.

Objective 2. Panola Schools encourages community involvement through guest speakers to improve student transition after graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Republican Women will speak to senior class about voting rights and responsibilities. (Target Group: 12th)	Counselor(s), Principal	Fall 2016		
2. Local bankers will speak to senior class about personal finances including maintaining checking and savings accounts. (Target Group: 12th)	Counselor(s)	Spring 2017		
3. Local colleges will speak to students about FAFSA and available financial aid/scholarships. (Target Group: 11th, 12th)	Counselor(s)	Fall 2016		
4. DARS representative will meet with students about post-secondary opportunities. (Target Group: SPED, 12th) (NCLB: 5)	Sped Director	Spring 2016		
5. DARS representative will meet with students about post-secondary opportunities. (Target Group: SPED, 12th) (NCLB: 5)				

Resources

Resource	Source
CTE	Federal
IDEA Special Education	Federal
State	State
State Compensatory	State