

ROUND TOP-CARMINE ISD

District Improvement Plan

2019/2020

Date Reviewed:

Date Approved: 07/15/19

ROUND TOP-CARMINE ISD

Mission

District Mission: Setting a safe educational environment committed to excellence for all students.

Vision

District Vision: Providing all students with a superior education through individual instruction by dedicated educators with a supportive community resulting in lifetime-learners.

Nondiscrimination Notice

ROUND TOP-CARMINE ISO does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

ROUND TOP-CARMINE ISD Site Base

Name	Position
Coil, Jennifer	Parent Representative
Schatte, Kathy	Community Representative
Schoen, Kate	Elementary Principal
Kuecker, RaChelle	High School Principal
Hardaway, Tania	Administrative Assistant
Fricke, Monica	Counselor
Dallmeyer, Shanna	Parent Representative
McCulloch, Linda	Nurse/Elementary Secretary
Krause, Suzanne	Teacher Elementary
Rohde, Jane	Parent Representative Elementary
Schovajsa, Brandon	Superintendent
Smith, Barbara	Business Representative Elementary
Bage, Nicole	Instructional Aide Elementary
White, Andrea	Teacher
Wunderlich, Jeff	Business Representative

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Goal 1. Professional Development - Provide Opportunity for Aides, Staff, Administration, and Board Members to continue their education

Objective 1. Support Education Growth

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide multicultural training and identify and address disparities that result in low-income and minority students being taught at higher rates by out of field teachers.	Elementary Principal, Secondary Principal, Superintendent(s)	2019-2020	(S)Region 13 ESC	Formative - Certificates of Completion, Transcripts
2. Encourage Paraprofessional Educational Aides to participate in HB1130 (exemption from tuition and mandatory fees)	Elementary Principal, Secondary Principal, Superintendent(s)	2019-2020	(S)State	Formative -
3. Encourage teachers to expand certification endorsements	Superintendent(s)	2019-2020	(S)Local Funds	Formative - Certifications and Endorsements on File
4. Encourage Administrators to Attend State, Regional, and Local Conferences for Continuing Education	Superintendent(s)	2019-2020	(L)Professional Development, (S)Local Funds, (S)Region 13 ESC	Formative - Registration Fees, Attendance Certifications, Transcripts
5. 1.5 Encourage All Board of Trustees to Complete Continuing Education Requirements that are continuing service to the district past the current school year	Board of Trustees	Continuous	(F)TASA Conventions, (F)TASB Conventions, (F)TASB Field Service Agents, (S)Region 13 ESC	Formative - Attendance Hours on File with TASB and District
6. 1.6 Align curriculum to facilitate effective transition from one grade level to the next and from elementary campus to high school	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s)	Continuous	(S)Local Funds	Formative - Documented Meeting Notes, Professional Development Days

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Goal 2. Academic Achievement - Improve academic achievement via parent, community, communication and involvement

Objective 1. Provide Positive, Courteous, Honest, Caring Communication

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 2.1 Provide Parent Orientation at an "Open House" during the first six weeks of school	Elementary Principal, Parents, Secondary Principal, Superintendent(s), Teacher(s)	Sept. 2019 Elem	(S)Local Funds	Formative - Open House Agenda Sign in Sheets
2. 2.2 Schedule parent/teacher conference when student performance begins to drop	Parents, Teacher(s)	One Conference per Semester for each student	(S)Local Funds	Formative - Teacher- Parent Conference Records
3. 2.3 Distribute Student Progress Reports every 3 weeks to home	Elementary Principal, Parents, Secondary Principal, Superintendent(s), Teacher(s)	Every 3 Weeks	(S)Local Funds	Formative - File of Progress Reports and Report Cards
4. Encourage phone calls, emails and unscheduled visits (Positive comments encouraged)	Elementary Principal, Parents, Secondary Principal, Superintendent(s), Teacher(s)	Annually	(S)Local Funds	Formative - Teacher Records and Administrator Records
5. Maintain parent access to information on district website	Elementary Principal, Parents, Secondary Principal, Superintendent(s), Teacher(s)	Annually	(S)Local Funds	Formative - Website Links, TxConnect, Possible Lunch Access Online
6. Maintain parent and community member volunteer program handbook	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s)	Annually	(S)Local Funds	Formative - Volunteer Handbook
7. Update and evaluate the Title I Parent School Compact to enhance parent responsibilities for their child's education	Elementary Principal, Parents, Secondary Principal, Superintendent(s), Teacher(s)	Annually	(S)Local Funds	Formative - Copy of parent responsibilities and parent/school compacts
8. Enhance school spirit in the community	Superintendent	Continuous	(S)Local Funds	Formative - Feedback opportunities

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Goal 3. Academic Achievement - Improve school atmosphere and student safety

Objective 1. Provide a school atmosphere that is positive, firm, caring and safe

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop a firm, structured yet positive classroom in which all students understand the expectations	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s)		(S)Local Funds	Teacher comments, parent comments, administrator observations
2. Provide a safe environment with comprehensive student supervision	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s)	Annually	(S)Local Funds	Teacher comments, parent comments, administrator observations
3. Regularly exercise lock downs and safety drills at each campus	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s)	Fire drills monthly; Lockdown/bad weather biannual	(S)Local Funds	Documentation
4. Evaluate the district safety plan	Elementary Principal, Secondary Principal, Superintendent(s), Teacher(s) Board	Continuous	(S)Local Funds	Campus emergency operations plan
5. Evaluate HVAC needs and 1995 High School addition cosmetic repairs.	Elementary Principal, Secondary Principal, Superintendent(s)	Continuous	(S)Local Funds	Superintendent, Maintenance, Board

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Goal 4. Academic Achievement - Staff Evaluation

Objective 1. Perform Yearly Appraisal Proces

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff will be trained in T-Tess at the beginning of each school year.	Elementary Principal, Secondary Principal, Superintendent(s)	First 3 weeks of school	(S)Local Funds, (S)Region 13 ESC	Formative - Online documentation
2. Administrators will perform unannounced walkthroughs of all district staff	Elementary Principal, Secondary Principal, Superintendent(s)	per T-Tess guidelines	(S)Local Funds	Formative -Administrator calendar
3. Administrators will perform the yearly teacher appraisal process	Elementary Principal, Secondary Principal, Superintendent(s)	per T-Tess guidelines	(S)State	Formative - Teacher/Administrator conference dates
4. Administrators will schedule teacher conferences as necessary to discuss district goals and expectations while incorporating student data	Elementary Principal, Secondary Principal, Teacher(s)	per T-Tess guidelines	(S)Local Funds	Teacher/Administrator conference dates

Goal 5. Academic Achievement - Recruit and retain teachers to maintain 100% classes taught by highly qualified teachers and staff

Objective 1. 100% of classes taught by Highly Qualified Teachers

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide instruction by Highly Qualified Teachers-Limit out of area instruction	Elementary Principal, Secondary Principal, Superintendent(s)	On-going	(S)Local Funds	Highly qualified documents
2. Provide high quality professional development to maintain classes taught by Highly Qualified Teachers	Elementary Principal, Secondary Principal, Superintendent(s)	On-going	(S)Local Funds	Staff development records

Comprehensive Needs Assessment Data Sources

ACT/SAT Data Community
Demographics Community
Input
Disaggregated STAAR Data
Discipline Referrals
District Policies
Drop-out Rates
Failure Lists
Federal Program Guidelines
Graduation Records
Highly Qualified Staff
Parental Involvement Policy
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
Special Programs Evaluations
Special Student Populations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Summary of Student Progress (not taking STAAR)
Teacher Turnover Rates