

# Merkel Independent School District



## *Merkel Elementary School Campus Improvement Plan 2006-2007*

# ***Merkel ISD***

**Bill Hood, Superintendent**

**Gaylon Brnovak, Assistant Superintendent**

## **Board of Trustees**

**David McFall  
Andy Hart  
Mary Ross  
Jackie Minze  
Jackie Reynolds  
Delbert Russell  
Todd Yadow**

## **Table of Contents**

### **Part 1: Introduction**

**District and Campus Mission Statements**

**MISD Philosophy**

**Comprehensive Needs Assessment**

**Members of the Campus Site-Based Decision Making Committee 2006-2007**

### **Part 2: Goals and Objectives**

**District Goals**

**Campus Goals**

### **Part 3: Assessment Results and Appendices**

**Appendix A – Parent, Student Teacher Compact**

**Appendix B – Parent Involvement Policy**

**Appendix C – Longitudinal Study of TAKS Results**

**Appendix D – McKinney-Vento Homeless Education Assistance Improvements Act**

**Appendix E – Expense Report**

# **INTRODUCTION**

## **Merkel Independent School District Mission Statement**

**The mission of the Merkel Independent School District is to provide, to the full extent of their individual abilities, all students with the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our schools, students will acquire a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency, and accountability.**

## **Merkel Elementary School Mission Statement**

**Merkel Elementary School believes that every student has the ability to learn and succeed. We will endeavor to provide a sound foundation of basic skills, and we will work to enrich each student's mind so he/she will be able to think and communicate logically, independently, and creatively. We will strive to encourage our students to never settle for less than their best. Education opportunities and resources in Merkel Elementary School shall be distributed with equity for all students and we will maintain accountability with demonstrated results for continuous improvement of our school system.**

## **Philosophy**

**The 2006-2007 Merkel Elementary School Campus Plan has been developed with the overall objective of fulfilling the mission of the Merkel Independent School District. Its development has been guided by a commitment to implementing the effective school correlates, achieving significant growth in student academic achievement, and effective staff development. While concentrating on the specific needs of our campus and district, we have taken care to assure that our goals and objectives support the goals and objectives of the State Board of Education. These goals and objectives are communicated to all stakeholders.**

**The site-based decision making team is a committee of teachers, administrators, parents, and community members. The team identified needs, set timely goals, and designed activities to meet those goals. The district has committed to providing all the necessary resources that the persons responsible will need to meet the objectives and carry out the developed strategies. Each staff member is charged with the implementation, monitoring, and evaluation of the effectiveness of this plan. As in any improvement plan, the process is ongoing.**

**Merkel Elementary School is an improving school. We are committed to excellence. This plan is an organized attempt to move us in that direction.**

## **Merkel Elementary School Comprehensive Needs Assessment**

The Merkel Elementary Site-Based Committee identified strengths and weaknesses based on data from multiple sources to develop the campus improvement plan for the 2006-2007 school year. Data sources include TAKS and SDAA scores, attendance records, discipline records, parent sign-in sheets for campus activities, TPRI results, retention rates, and data from special programs such as Adequate Yearly Progress and "Highly Qualified" faculty report. The trends and gaps present in this data determined the priorities for improvement to be targeted this school year.

Merkel Elementary School is a Title I Schoolwide campus with 60.56% low-income students. There are 256 students in pre-kindergarten through third grade. There are 35 staff members on the campus who recognize and accept the responsibility for the growth and improvement of our students on the Texas Assessment of Knowledge and Skills (TAKS).

In summary of the above data, Merkel Elementary School had a 90% passing rate in 3<sup>rd</sup> grade reading and a 91% passing rate in 3<sup>rd</sup> grade math. Four students failed the reading TAKS test, with three passing on the 2<sup>nd</sup> attempt and the other passing on the 3<sup>rd</sup> attempt, and 33% of our students received a commended performance in reading. In math, four students failed the test, and 36 % of our students received a commended performance. The goals and objectives that have been chosen by the team will help us as we strive to meet the ever-increasing state standards.
















We use AEIS-IT program to determine the needs of our special population groups. Based on the disaggregated data from 2005-2006 TAKS, we will continue to provide accelerated classes for those students who are unsuccessful in mastering basic reading and math skills.

Parents are informed of their child's progress on standardized tests by mailing copies of student's individual score report to parents including an explanation of results in both English and Spanish.

In the area of assessment, Merkel Elementary School uses additional tests results for screening, placement, dismissal in special programs and accelerated classes. Our teachers are part of the decision making process in assessment instruments that are administered outside of the state mandated assessment. Areas of assessment outside the state-mandated assessment are: STAR Assessment, an assessment for Accelerated Reader level placement, G/T assessments, and Bilingual/ESL assessment.

In looking at the ten components for the plan, we found that transition from early childhood programs to local elementary school programs is addressed by the set-up of our campus. The pre-school classes are in the same building as kindergarten classes, and the kindergarten building is located at Merkel Elementary; therefore, the pre-school students are familiar with the elementary teaching staff and campus.

**Corrective Strategies:** Increase instruction time for students who qualify by offering extended day and after school tutorials. The following strategies are also offered to address areas of concern:

-  After school and in school tutorials
-  Bilingual/ESL program for students who qualify
-  Home visits and parent contacts by phone-phone log
-  Low student-teacher ratio
-  Counseling services provided by a full time counselor on staff
-  Gifted and Talented Program for students who qualify
-  Additional training for teachers and all aides (Aides attend all staff development programs which are decided on by input from teachers and aides)
-  Special Education Program for students who qualify
-  Classroom modifications for "At Risk" students – tutorials, extended day instruction
-  UIL Academic competition
-  On Campus Intervention Specialist
-  Hands-on Science Lab
-  Mathematics Lab
-  Grade-level assistant for math and reading
-  Differentiated Instruction

In the area of qualified staff, MES strives to employ highly qualified instructional staff and teaching assistants who are well trained, who are enthusiastic about offering quality programming, and who enjoy motivating children through creative presentation of the subject matter. All teachers are highly qualified or are within required guidelines in the areas that they teach, and all paraprofessionals are qualified, or are working toward new guidelines as stated in NCLB. Merkel Elementary School works diligently in recruitment and retention efforts in the areas of highly qualified personnel by visiting job fairs, universities, and on-line postings. MES offers professional development for teachers and aides in areas such as technology application, conflict resolution, site-based decision-making, character education, health issues, and confidentiality training. We continue staff development training in meeting the needs of low performing students, curriculum alignment, TEKS organization, Special Education, modification techniques

for instructing Dyslexic, 504, At Risk, LEP, and Special Education students, and integration strategies that can be used across the curriculum. Teachers and aides provide input in determining the staff development needed. Professional development is offered to provide necessary requirements to meet the highly qualified standards and to provide assistance in the TExES testing. An ongoing review is done to ensure all teachers are highly qualified under NCLB. Teachers also attend staff development at Region XIV Education Service Center in Abilene.












When students have difficulty in class, we follow a Pre-Referral Process, which gives a “heads-up” warning for that child. With the Pre-Referral Process, information is gathered about that child and services are rendered in a timely manner, depending upon the needs of the child. After information is gathered, our Pre-Referral team meets to discuss collected data and to determine the best plan of action. If teachers have tried modifications over a three week period and see no results the documentation is collected and the decision making process begins. This process helps us determine our Section 504 and Special Education referrals. Our philosophy is that all students learn best in the regular education environment, assisted by an accelerated education program. We continue to employ well-trained support staff for this purpose.

In the area of parental involvement, every parent of a student at Merkel Elementary School is invited to participate in our Parents and Teachers Organization and is welcome to attend all meetings. Our parents and students strongly support the athletics program at Merkel High School. Students are invited to participate in our “Little Badgers” program during the football season. Parents also attend the “Meet the Teacher” night at Merkel Elementary School. Parents are asked to pick up report cards at the end of the first six-weeks grading period for a conference with each of their child’s teachers. Parents are invited to an academic awards assembly at the end of the school year. At this time parents and volunteers are recognized for their involvement throughout the year. Parents are encouraged to participate in the school compact that provides information about school programs and student learning. Communication is the key in parental involvement. Parents are notified about any concerns regarding their student in the areas of testing, discipline, health, grades, and/or participation.











In the area of quality of life patterns, MES focuses on communicating to students the importance of responsibility, respect, caring, fairness, trustworthiness, citizenship, and self-esteem. Programs are provided for At-Risk students such as accelerated instruction, counseling, parent contacts, and supplying information regarding community resources and services. We use 6 Pillars of Character as an integral part of our character education program. Our teachers also instruct students in problem solving and decision-making. In the area of safe and violence-free environment, MES maintains a “no tolerance” philosophy

regarding violence. We want our students to feel safe when attending classes and extra-curricular activities.

**Special Programs and Special population included in the Title I Schoolwide Program at Merkel Elementary School**

-  Gifted and Talented Education
-  National Lunch Program
-  Local Tax Revenue
-  Special Education
-  Economically Disadvantaged
-  E-Rate Funds
-  School Breakfast
-  Bilingual Education/English as a Second Language
-  State Compensatory Education
-  At-Risk Students
-  Optional Extended Day Program

In the area of identifying needs, MES utilizes surveys to identify needs and concerns of students and parents and to determine corrective strategies. Our Site-Based Decision-Making Team collaboratively plan and serve to meet the needs of our students, parents, and community members. This plan addresses the Ten Components of a Title I Schoolwide Program (SWC) –

-  (1) Comprehensive Needs Assessment
-  (2) Reform Strategies (Scientificallly Researched Based)
-  (3) Instruction by Highly Qualified Teachers
-  (4) High Quality and Ongoing Professional Development
-  (5) Strategies to Attract High-Quality, Highly-Qualified Teachers
-  (6) Parental Involvement Strategies
-  (7) Transition Activities
-  (8) Including Teachers in Decisions on Assessments
-  (9) Assisting Students Experiencing Difficulties Mastering the Proficient and Advanced Levels of Achievement Standards
-  (10) Coordination and integration of Federal, State, and Local Services and Programs

*Merkel Elementary School  
Campus Improvement Team*

**Dee Dee Wright, Principal  
Krystal Woolard, Assistant Principal  
Traci Slaughter, Counselor  
Cheri Adair, Kindergarten Teacher  
Dayna Henderson, First Grade Teacher  
Beverly Davis, Second Grade Teacher  
Netta Hart, Third Grade Teacher  
Pam Welborn, Title 1 Teacher  
Tiffany Watts, Parent  
Kim Gregory, Parent  
Danny Woodall, Business Representative  
Daniel West, Business Representative**

# **GOALS AND OBJECTIVES**

**Merkel Independent School District  
Goals and Objectives**

- 1. All MISD students will meet or exceed state performance standards.**
- 2. MISD will provide a balanced and appropriate curriculum to all students.**
- 3. MISD will recruit, develop and retain highly qualified and effective personnel.**
- 4. MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.**
- 5. MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**

**Merkel Elementary School  
Goals and Objectives**

- 1. The percentage of students passing both the reading and math sections of the TAKS test will be maintained at or higher than the state standard.**
- 2. One hundred percent of special population groups (Special Education, Economically Disadvantaged, At-Risk, Gifted and Talented, English as a Second Language) will meet or exceed the state standard on TAKS.**
- 3. All students will continue to meet or exceed the state standard in attendance.**
- 4. Parental and community involvement will be enhanced to help all students achieve high standards.**
- 5. All students will be provided a balanced TEKS-based curriculum with academic activities that enhance learning.**
- 6. Administration will recruit and retain highly qualified and well-trained personnel in all subject areas.**
- 7. All students will have a safe and secure environment in which to learn.**
- 8. All staff will continue to utilize and make progress in the latest technology trends in teaching and all students will participate in technology-based lab instruction and programs.**

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 1: All MISD students will meet or exceed state performance standards.**

**MES Measurable Campus Goal 1: Students will demonstrate 90% or above mastery on the AEIS indicators by 2007.  
The percentage of students passing both the reading and math sections of the TAKS test will be maintained at or higher than the state standard.**

**Summative Evaluation: TAKS RESULTS/AEIS REPORT**

Activities/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources *see appendix E	Formative Evaluation Methods
2006 TAKS results will be analyzed to pinpoint strengths and weaknesses <b>SWC 1,5</b>	Dee Dee Wright Krystal Woolard Traci Slaughter All Staff	October 2006	TAKS Summaries SDAA and RPTE results	Data will be included in CIP
TAKS practice materials will be updated and purchased to align with TEKS <b>SWC 1</b>	Traci Slaughter	September 2006	Local \$600.00	TAKS benchmark
Copies of TEKS will be in each classroom <b>SWC 1,3,4</b>	Dee Dee Wright John Martinez Classroom teachers	August thru May	None	Lesson Plans
At-risk students will be identified and reviewed with teachers <b>SWC 2,8,9,10</b>	Dee Dee Wright Traci Slaughter Classroom teachers	August thru May	TAKS results, retention lists, SDAA and RPTE	At-Risk lists
Continue use of pre-referral committees to monitor students referred for testing; Response to Intervention Team (RTI) <b>SWC 2,3,6,8</b>	Dee Dee Wright Krystal Woolard Joanie Wehba Classroom teachers	August thru May	None	Documentation from pre-referral meetings

Continue use of Saxon Phonics in K-2 to increase reading performance <b>SWC 2,3</b>	Classroom teachers	August thru May	\$3500.00 local budget	Class rosters, TPRI results
Continue to serve struggling readers thru reading lab, content mastery, inclusion, and tutorials <b>SWC 2,3,9,10</b>	Dee Dee Wright Rikki Lally, Kelli Naron, Debbie Childers, Judy Rutledge	August thru May	*Title I Salaries \$40,566.62 FTE ~ 2 *SCE Salaries \$36,161.24 FTE ~ 1.64	Sign-in Sheets, TPRI results, TAKS results
Continue to serve struggling readers thru CEI lab/Title I room, Response to Intervention, Math & Reading Programs <b>SWC 2,3,9,10</b>	Dee Dee Wright, Pam Welborn, Joanie Wehba	August thru May	\$3500 CEI software *Title I Salaries \$35061.28 FTE ~ .67 SCE Salaries *\$37,383.80 FTE ~ 1	Sign-in Sheets, TPRI results, TAKS results, Dyslexia testing, benchmark testing
Continue use of Accelerated Reading Program to improve reading comprehension <b>SWC 2,3,9</b>	Classroom teachers	August thru May	\$2500.00 local funds for new AR books and tests	Purchase order receipts, TPRI results, TAKS results
Continue Extended Day instruction for math and reading <b>SWC 2,3,9</b>	Dee Dee Wright	February, March, April	ARI/AMI Monies \$14,000.00	Sign-in Roster, TPRI results, TAKS results, benchmark results
Continue weekly tutorials for struggling students throughout the school day <b>SWC 2,3,9</b>	Classroom teachers	August thru May	None	Sign-in Roster, TPRI results, TAKS results, benchmark results, progress reports
Word walls in grades Kinder – 3 <sup>rd</sup> to assist in building vocabulary <b>SWC 2,3</b>	Classroom teachers	August thru May	None	Pictures of word walls at end of each year, TAKS results
U.I.L. Academic Meet to enhance the learning of GT students (as well as other strong learners) <b>SWC 3</b>	Classroom teachers	December 5, 2006	\$150	Lists of students participating in U.I.L. meet
TAKS Carnival <b>SWC 6</b>	Krystal Woolard, Traci Slaughter, Classroom Teachers	April 2007	\$500	Students will be given a ticket to attend carnival.

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 1: All MISD students will meet or exceed state performance standards.**

**MES Measurable Campus Goal 2: One hundred percent of special population groups (Special Education, Economically Disadvantaged, At Risk and ESL and Homeless students) will meet the state standard on TAKS. At-risk and special program students will perform at the 90% level or above on the AEIS by 2007.**

**Summative Evaluation: TAKS RESULTS/AEIS REPORT**

Actions/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources *see appendix E	Formative Evaluation Methods
Continue use of pre-referral committees to monitor students referred for testing; RTI Committee  <b>SWC 1,5,8</b>	Dee Dee Wright Krystal Woolard Classroom teachers	August thru May	None	Documentation from pre-referral meetings
Continue use of Saxon Phonics in K-2 to increase reading performance  <b>SWC 2,3</b>	Classroom teachers	August thru May	\$3500.00 local budget	Class rosters, TPRI results
Continue to serve struggling readers thru reading lab  <b>SWC2,3,9,10</b>	Dee Dee Wright Rikki Lally, Kelli Naron	August thru May	*SCE Salaries \$48,347.73 FTE ~ 1.64	Sign-in Sheets, TPRI results, TAKS results
Continue to serve struggling readers through accelerated instruction, content mastery  <b>SWC 2,3,9,10</b>	Krystal Woolard, Rikki Lally, Kelli Naron, Judy Rutledge, Debbie Childers	August thru May	*SCE Salaries \$48,347.73 FTE ~ 1.89 *Title I Salaries - \$40,566.62 FTE ~ 2	Badger Den Roster/roll sheets
Continue to serve struggling readers thru CEI lab/Title I  <b>SWC 2,3,9,10</b>	Dee Dee Wright, Pam Welborn, Joanie Wehba, Cecelia Prieto - ESL	August thru May	\$3500 Software *SCE Salaries \$37,383.20 FTE ~ 1 *Title I Salaries \$35,061.28 FTE ~ .67	Sign-in sheets, TPRI results, TAKS results, Dyslexia testing

Continue use of Accelerated Reading Program to improve reading comprehension and TPRI Assessment <b>SWC 2,3,9</b>	Classroom teachers	August thru May	\$2500.00 local funds for new AR books and tests; TPRI Scores	Purchase order receipts, TPRI results, TAKS results
Continue Optional Extended Day instruction for math and reading to struggling learners <b>SWC 2,3,9</b>	Dee Dee Wright	February, March, April	ARI/AMI Monies \$14,000.00	Sign-in Sheets, TPRI results, TAKS results, benchmark results
Continue weekly tutorials for struggling students <b>SWC 2,3,9</b>	Classroom teachers	August thru May	None	Sign-in Sheets, TPRI results, TAKS results, benchmark results, STAR testing
Review all IEP's and modifications with all appropriate regular education personnel <b>SWC 2,6,8</b>	Suzanne McGuire, Krystal Woolard, Dee Dee Wright, classroom teachers	September, 2006	None	Student progress, report cards, Individual Education Plans
Continue to administer TAKS and SDAA benchmark testing to periodically check for mastery of specific TAKS and SDAA objectives <b>SWC 8,9</b>	Dee Dee Wright, Krystal Woolard, Traci Slaughter classroom teachers	November 2006 January 2007	Printing costs	TAKS scores, SDAA scores
Continue identification of Homeless students thru parent surveys (copy included-Appendix D) <b>SWC 6,9,10</b>	Gaylon Brnovak Dee Dee Wright Traci Slaughter	August 2006	None	Report cards Survey results
Continue use of Math TAKS bulletin boards in grades 2 and 3 <b>SWC 2,3,9</b>	2 <sup>nd</sup> and 3 <sup>rd</sup> grade teachers	August thru May	\$500.00 local budget	TAKS results

**Merkel Independent School District  
Merkel Elementary School Improvement Plan  
2006-2007**

**District Goal 1: All MISD students will meet or exceed state performance standards.**

**MES Measurable Campus Goal 3: All Merkel Elementary students will continue to meet or exceed the state standard in attendance. MES strives to maintain a 97% or better attendance rate throughout the school year.**

**Summative Evaluation: AEIS REPORT/PEIMS**

<b>Actions/ Strategies</b>	<b>Staff Responsible</b>	<b>Timeline Start/End</b>	<b>Budget Resources</b>	<b>Formative Evaluation Methods</b>
Attendance clerk will call the parents of each student each day they are absent  <b>SWC 6,10</b>	Betty Carter Cindi Caraway	Daily	None	Daily attendance report filed in office
Each time a class gets 10 days of perfect attendance, the class is rewarded  <b>SWC 10</b>	Dee Dee Wright Krystal Woolard	Each six weeks	\$60 Attendance Budget	Attendance records on file in office
Notice of state law concerning absenteeism will be sent to parents of students who fall below 90%  <b>SWC 10</b>	Dee Dee Wright Cindi Caraway Krystal Woolard	As needed	Funds for postage \$25	Copies of letters sent to parents on file in office
Give away two bicycles to a boy and girl that had perfect attendance (drawing on last day of school)  <b>SWC 6,10</b>	Dee Dee Wright Cindi Caraway Krystal Woolard	May, 2005	\$150 Attendance Budget	Attendance records on file in office
Awards assemblies to award attendance  <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard	Every six weeks	\$1500 Attendance Budget	Dates of assemblies in office

**Merkel Independent School District  
Merkel Elementary School Improvement Plan  
2006-2007**

**District Goal 1: All MISD students will meet or exceed state performance standards.**

**MES Measurable Campus Goal 4: Parental and community involvement will be enhanced in order to help students achieve high standards. All parents will be kept informed through newsletters and press releases throughout the school year.**

**Summative Evaluation: PARENT SURVEY/TAKS/PEIMS/AEIS REPORT**

<b>Actions/ Strategies</b>	<b>Staff Responsible</b>	<b>Timeline Start/End</b>	<b>Budget Resources</b>	<b>Formative Evaluation Methods</b>
Campus Administrators will utilize the district parent involvement policy (See appendix B) <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard	August – May	None	Parent Involvement Policy
Open house/Parent Meeting <b>SWC 6</b>	All staff	September 26, 2006	None	Sign-in sheets from each classroom
Parents and community members will be active in campus Site-Based Team <b>SWC 6,10</b>	Dee Dee Wright	August thru May	None	List of committee members and record of attendance at SBDM meetings/letters
Parent notification of ARD meetings <b>SWC 6,8,10</b>	Suzanne McGuire Krystal Woolard Dee Dee Wright Mindi Jeter	August thru May	None	Record of parent attendance on file at Co-op
Title I meetings to explain school-wide program and gather suggestions from parents <b>SWC 6,10</b>	Pam Welborn Dee Dee Wright	October, January, April	None	Record of parent att on file in Title I room

Weekly newsletters to parents to inform them of upcoming events <b>SWC 6,10</b>	Angela Huff	Weekly (each Friday)	None	Copies of the newsletters on file Title 1 room
Discipline referrals and academic concerns sent to parents each time a student has a problem/Phone Calls <b>SWC 6,10</b>	Dee Dee Wright Classroom teachers	August thru May	Cost of postage \$80.00	Copies of discipline referrals on file in office
School-Parent Compact to coordinate goals (see Appendix A) <b>SWC 6,10</b>	Parents, Teachers and students	August 2006	None	Signed compacts in office
"Meet the Teacher" (opportunity for parents and students to come to classroom and talk with teacher prior to first day of school) <b>SWC 6,7</b>	Dee Dee Wright	August 2006	None	Attendance on file in classrooms
Parents will be invited to eat lunch with students during public school week as well as year round <b>SWC 6,10</b>	Dee Dee Wright	March 2007	None	Parent attendance on file in office
Texas Heritage Day (many parents and community members help make this a day of fun and learning for all) <b>SWC 6,10</b>	Dayna Henderson Dee Dee Wright	April 22, 2007	Texas Heritage Budget	Parent involvement and attendance on file in office
PTO (parent-teacher organization) will have membership drive to encourage participation by all <b>SWC 6,10</b>	Dee Dee Wright PTO president	August 2006	None	Membership list on file with PTO
The Merkel ISD website will be utilized to provide current information <b>SWC 6,10</b>	Tech coordinator Cindi Caraway	August thru May	None	The website will be monitored monthly for content and current info
Awards assemblies at end of each six weeks – parents invited <b>SWC 6,10</b>	Dee Dee Wright	Every six weeks	None	Dates of assemblies in office
ESL Parent/Student English Tutorials <b>SWC 2,3,6,10</b>	Kaye Lynne Dearing Pam Welborn Angela Gray	September thru May Two Hours Weekly	None	Sign-in Sheets from each Tutorial Period

Father/Mother Breakfast at Merkel Cafeteria <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard Kaye Lynne Dearing Teachers	October 2006 February 2007	Title I	Sign-in Sheets
Grandparents Thanksgiving Luncheon and Health Screening <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard Kaye Lynne Dearing	November 2006	Title I	Sign-in Sheet
Title I Policy Annual Meeting to review curriculum, funding, and staffing pertaining to Title I <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard John Martinez	October 2006	None	Sign-in Sheet
Newspaper articles addressing Elementary School Student Activities <b>SWC 6,10</b>	Dee Dee Wright	Weekly	None	Newspaper Articles
Little Badgers at Merkel High School Friday night football games <b>SWC 6,10</b>	Dee Dee Wright Krystal Woolard	August-November	None	Sign-in Sheet
Veteran's Day Basketball Ceremony – handmade flags created by 1 <sup>st</sup> grade students; passed out to all in attendance <b>SWC 6,10</b>	Dee Dee Wright John Martinez Krystal Woolard	November 20, 2006	None	Sign-in Sheet
Elementary field trips throughout the year; parents are invited to attend and assist <b>SWC 2,3,6,9,10</b>	Dee Dee Wright	August – May	Local Funds	Sign-up sheets and class rosters
Elementary school website addresses information concerning student performance for parental access <b>SWC 6,10</b>	Technology Coordinator	All Year	None	MISD Website

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 2:** MISD will provide a balanced and appropriate curriculum to all students.

**MES Measurable Campus Goal 5:** All students will be provided a balanced TEKS-based curriculum with academic activities that enhance learning.

**Summative Evaluation: AEIS REPORT**

Actions/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources	Formative Evaluation Methods
All personnel will have the TEKS available in their classrooms as reference <b>SWC 10</b>	Dee Dee Wright	August thru May	None	Lesson Plans, in teacher classrooms
Campus grade levels will review TEKS vertically and horizontally <b>SWC 2,8,10</b>	Dee Dee Wright Rose Burks (Reg. XIV ESC)	October, January	None	Dates and Times of meetings with Rose Burks
Curriculum Director will review TEKS and curriculum to identify weak areas of instruction <b>SWC 1,2,8,9</b>	Dee Dee Wright Krystal Woolard	Every six weeks	None	Dates and Times of Reading Comm Meetings
Curriculum should be reviewed to be certain that all subgroups and their needs are being addressed (GT, ESL, Spec Ed, At-Risk, Low Socio-Econ) <b>SWC 8,9,10</b>	Dee Dee Wright Teachers Krystal Woolard	August 2004	None	Dates and Times of staff meetings

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 3: MISD will recruit, develop and retain highly qualified and effective personnel.**

**MES Measurable Campus Goal 6: MISD will provide professional staff development for all teachers that encourages creative and innovative teaching. Merkel Elementary administration will recruit and retain highly qualified and well-trained personnel in all subject areas.**

**Summative Evaluation: AEIS REPORT**

<b>Actions/ Strategies</b>	<b>Staff Responsible</b>	<b>Timeline Start/End</b>	<b>Budget Resources</b>	<b>Formative Evaluation Methods</b>
New campus personnel will be provided district and campus orientation and campus mentors <b>SWC 1,3,4,5</b>	Dee Dee Wright	August 2006	Local funds	Sign-in sheets at orientation meetings and mentor meetings
MISD will offer funds for part of state insurance to recruit personnel <b>SWC 1,3,4,5</b>	Bill Hood	August thru May	Local funds	Turnover rate for campus personnel
Training for special area teachers (GT, ESL, Dyslexia, Spec Ed, Title 1) will be reviewed annually and provided as needed <b>SWC 3,4</b>	Dee Dee Wright	August 2006	Local funds ESC Region XIV	Certificates from various training
MISD Employees are paid \$1000 above base <b>SWC 5</b>	Central Office	September thru August	Local funds	Teacher Contracts
Job fairs, University Fairs, and Online job postings to recruit highly qualified teachers <b>SWC 1,5</b>	MISD Administration	August-June	Local funds	Recruitment and Funding Records

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 4:** MISD will enlist the cooperation of school personnel and members of the community to ensure that students achieve their highest learning potential within a safe learning environment.

**MES Measurable Campus Goal 7:** MISD will provide all students with programs that address core behaviors including self-esteem. Merkel Elementary School students will have a safe and secure environment in which to learn.

**Summative Evaluation: PARENT/STUDENT/TEACHER SURVEYS**

<b>Actions/ Strategies</b>	<b>Staff Responsible</b>	<b>Timeline Start/End</b>	<b>Budget Resources *see appendix E</b>	<b>Formative Evaluation Methods</b>
MISD will continue school wide safety measures - Staff badges; sign-in sheets <b>SWC 1,10</b>	Dee Dee Wright Krystal Woolard Crisis Intervention Team	September	None	ESC Safety Walk-thru evaluations
All visitors sign in and out when entering and leaving the building <b>SWC 6,10</b>	Cindi Caraway Dee Dee Wright	August thru May	Budget \$40.00 for visitor stickers	Visitor sign-in sheet in office
Assembly to review student code of conduct with all students <b>SWC 1,10</b>	Dee Dee Wright	August 2006	None	Reduce # of office referrals
6 Pillars of Character Education <b>SWC 10</b>	Krystal Woolard classroom teachers	August thru May	Counselor's Budget	Busy Bee Board
Planned emergency drills <b>SWC 10</b>	Dee Dee Wright Krystal Woolard	Monthly	None	Fire and Emergency Drill documentation in office

Student behavior will be monitored and evaluated <b>SWC 1</b>	Dee Dee Wright	August thru May	None	Number of discipline referrals should go down; PEIMS discipline report
Drug awareness programs will be held for students, parents, and teachers <b>SWC 1,6,10</b>	Dee Dee Wright, Traci Slaughter	August thru May	None SSA-ESC	Decrease in drug use and violence; PEIMS discipline report
Red Ribbon Week (drug-prevention) <b>SWC 10</b>	Traci Slaughter Krystal Woolard	October 23-27, 2006	SSA-ESC	Surveys
Awards Assemblies at end of each six weeks to celebrate good behavior <b>SWC 1,10</b>	Dee Dee Wright Krystal Woolard	Every six weeks	None	Dates of awards assemblies in office
Texas School Safety Center Emergency Operations Plan <b>SWC 2,10</b>	Dee Dee Wright, Krystal Woolard	August thru May	None	Emergency Drill documentation in command center
Bully Training for Staff and Students <b>SWC 2,10</b>	Rod Pruitt, Reg 14, Traci Slaughter	October 10, 2006	None	Classroom & Teacher Rosters
ARCADA (Abilene Regional Council for Drug Abuse) for 2 <sup>nd</sup> grade students - "A Celebration of Me" <b>SWC 2,10</b>	Traci Slaughter	April-May	None	Documentation of dates they came to work with students, Sign-in Sheets
Young Audiences (stereotyping and goal-setting) <b>SWC 2,10</b>	Region 14, Victoria Spangler Traci Slaughter	August-May	None	Classroom Rosters
Voices Unmasked <b>SWC 2,10</b>	Region 14, Victoria Spangler	Jan-May 2007	Counselor's Budget	Teacher evaluations
Ident-A-Kid (anti-kidnapping program) <b>SWC 2,10</b>	Dee Dee Wright,	Nov 29, 2006	None	Classroom Rosters
Transition guidance for outgoing 3 <sup>rd</sup> grade students headed to the Intermediate campus prior to the end of the school year. Transition for Pre-K. <b>SWC 7</b>	Dee Dee Wright Classroom teachers Lindia Hanson Lynnette Sliter	August and May	*SCE Salaries \$71,302.43 FTE ~ 2	Classroom Rosters

**Merkel Independent School District  
Merkel Elementary Campus Improvement Plan  
2006-2007**

**District Goal 5: MISD will achieve and maintain a high level of technology and will ensure technical expertise for students and staff.**

**MES Measurable Campus Goal 8: All MES staff will continue to utilize and make progress in the latest technology trends in teaching and all MES students will participate in technology-based lab instruction and programs.**

**Summative Evaluation: TECHNOLOGY SURVEY/AEIS REPORT**

<b>Actions/ Strategies</b>	<b>Staff Responsible</b>	<b>Timeline Start/End</b>	<b>Budget Resources *see appendix E</b>	<b>Formative Evaluation Methods</b>
Students will go to internet lab weekly to work on TAKS related skills and objectives <b>SWC 1,2,9</b>	Angela Huff, classroom teachers	August thru May	*SCE Salaries \$11,822.00 FTE ~ .67	Lab schedule and class lists, TAKS scores
Staff will utilize technology to manage student data <b>SWC 2,8,9</b>	Classroom teachers	August thru May	Technology Budget	Lab Schedules and Class Roster
Continue use of CEI computer lab to enhance reading ability and other intervention resources to serve ESL students. <b>SWC 2,3,8,9</b>	Pam Welborn – T I Cecelia Prieto – ESL Joanie Wehba – SCE	August thru May (daily)	\$3500.00 CEI program *Title I Salaries \$35,061.28 FTE ~ .67 *SCE Salaries \$37,383.80 FTE ~ 1	CEI lab schedule and list of students TPRI scores, TAKS scores
Continue use of AR software and tests to enhance reading ability <b>SWC 2,3,8,9</b>	Classroom teachers	August thru May (daily)	\$2000.00 local funds	AR list of tests and student usage, TPRI scores, TAKS scores
STAR Testing for reading students/TPRI <b>SWC2,3,8,9</b>	Classroom teachers	August thru May	*Title I budget Supplies	Student lists of reading levels
Staff will be provided with professional development concerning technology utilization in the classroom <b>SWC 2,3,4</b>	Suzie Steckly Classroom teachers	December-February	none	Teacher Sign-in sheet
Star Chart for Teachers <b>SWC 2,3,4</b>	Classroom teachers	September/October	None	Online Verification

# **Assessment and Appendices**



# MERKEL ELEMENTARY AND INTERMEDIATE SCHOOL PARENT/STUDENT/TEACHER COMPACT



**As the Parent/Caregiver,  
I pledge to:**

- ☞ Do all that I can to see that my child attends school and is on time each day unless he/she is ill.
- ☞ See that my child follows the school dress code.
- ☞ Review the Code of Conduct with my child
- ☞ Communicate to my child that I expect him/her to be self-disciplined and to give others the same respect he/she expects from them.
- ☞ Talk with my child about his/her school day activities and review work and homework daily.
- ☞ Encourage my child to read at home and monitor his/her TV viewing, computer use and video games.
- ☞ To review the progress reports and follow-up as needed with Parent/Teacher conferences.
- ☞ Maintain open communication by attending conferences and school-sponsored activities to the best of my ability; to be as involved as possible.
- ☞ To volunteer one hour a month at my child's school or work with my child at home.
- ☞ To communicate the importance of education by setting high expectations for my child.
- ☞ To teach my child to be proud of Merkel Elementary/Intermediate school and to have respect for everyone there.

☞ \_\_\_\_\_ Parent/Caregiver  
☞ \_\_\_\_\_ Today's Date

**As the Student,  
I agree to:**

- ☞ Set high educational goals for myself and always try to do my best.
- ☞ Come to school on time every day unless I have a good reason not to.
- ☞ Come to school prepared with my homework and supplies.
- ☞ Show respect for myself and others, even if they are different from me. I will treat others as I would like to be treated.
- ☞ Obey school and bus rules.
- ☞ Be kind, caring and respectful to others.
- ☞ Believe in myself and accept nothing less than my absolute best.
- ☞ Be responsible for my behavior and the choices I make.
- ☞ Do my best to complete my homework on time, and, if I need help, call a friend or ask a parent.
- ☞ Use the CHARACTER COUNTS! Pillars as guiding principles to make good choices daily.
- ☞ Show "BADGER PRIDE" in my school and in my work.

☞ \_\_\_\_\_ Student  
Signature

☞ \_\_\_\_\_ Today's  
Date



**CHARACTER COUNTS!**

6 Pillars:

Trustworthiness, Respect, Responsibility,  
Fairness, Caring, Citizenship

**As the Teacher,  
I agree to:**

- ☞ Provide a safe environment that is conducive to learning.
- ☞ Modify and enhance instructional content to ensure that all students have an opportunity to meet and exceed the state standards.
- ☞ Apply all school and classroom procedures fairly and consistently.
- ☞ Encourage self-discipline which will be maintained through consequences stated in the student code of conduct as outlined in the district discipline plan.
- ☞ Maintain open lines of communication with the student and his/her parent/caregiver, concerning student progress as well as school activities.
- ☞ Set high expectations for each student and encourage them to reach those goals.
- ☞ Demonstrate professional behavior and a positive attitude.

☞ \_\_\_\_\_ Teacher Signature

☞ \_\_\_\_\_ Today's Date



**As the Administrator,  
I agree to:**

- ☞ Ask for parent and community input through meetings, surveys, conferences, etc. concerning the education of students at Merkel Elementary/Intermediate School.
- ☞ Set high expectations for staff and students at Merkel Elementary/Intermediate in an effort to achieve the campus goals.

☞ \_\_\_\_\_ Principal's Signature

☞ \_\_\_\_\_ Today's Date

Title I funds at Merkel Elementary and Intermediate Schools provide...

- **Professional development**
- **Parent training**
- **Supplemental books and materials**
- **Paraprofessionals**
- **Computer software**
- **Homeless services**
- **Classroom supplies**
- **Library books**
- **Contracts and salaries for Title I personnel**



## Appendix B

### Mission Statement

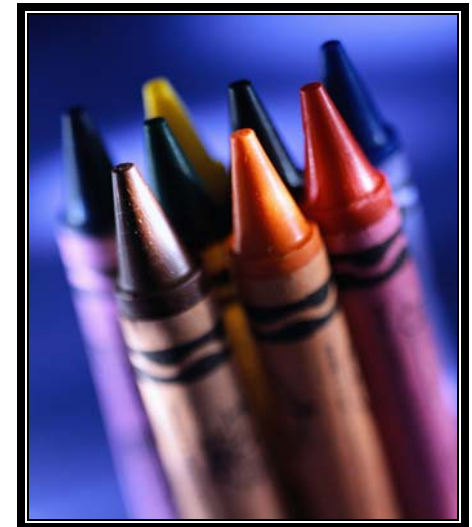
The mission of the Merkel Independent School District is to provide to all students, to the full extent of their individual abilities, the skills of logical, independent, and creative thinking, and effective communication. Further, as a result of instruction in our schools, students will require a knowledge and appreciation of our citizenship responsibilities, of our economic responsibilities, and of our American heritage. In our schools, learning will occur in an environment of moral values and character, and these characteristics will be communicated to all students. The accomplishment of this mission will be characterized by equity, efficiency, and accountability.

### School and Classroom Setting

Merkel Elementary and Intermediate Schools are dedicated to meeting the needs of all students from our pre-kindergarten program through fifth grade. A strong emphasis is placed on improving and mastering reading skills through the use of the Accelerated Reader program. Merkel Elementary and Intermediate Schools are well equipped with computer technology and students are given opportunities to improve those skills. Special needs students are assisted by special education instructors in both inclusive and resource classroom settings. All Merkel Elementary and Intermediate School students have opportunities for enrichment through our science, music, physical education, and gifted and talented programs.

# MERKEL ELEMENTARY AND INTERMEDIATE SCHOOLS

## Title I Parent Involvement Plan 2006-2007



Merkel Elementary  
1512 S 5<sup>th</sup> St  
Merkel, TX 79536  
Phone: (325) 928-4795  
Fax: (325) 928-3174

Merkel Intermediate  
1515 S 3<sup>rd</sup> St  
Merkel, TX 79536  
Phone: (325) 928-5464  
Fax: (325) 928-3266

# TITLE I PROGRAM

Title I is a federal assistance program designed to enhance opportunities for students to meet and maintain grade level skills (TEKS-Texas Essential Knowledge and Skills). The No Child Left Behind Act (Public Law 107-110) requires that:

- school districts have written policy regarding parental involvement;
- parents be involved in the design, operation, and evaluation of the Title 1 programs;
- parents be consulted about home/school activities and be trained to help their children and;
- whenever possible, activities should be presented in the language spoken by the majority of Title 1 parents.

At Merkel Elementary and Intermediate Schools, Title I funding is used to promote educational programs that assist students to:

- succeed in the regular classroom;
- attain grade level proficiency;
- improve their achievement in basic and more advanced skills.

Title I funds also help support our school district in providing staff and educational services. Parents, teachers, and administrators have worked together to initiate our Title I program. This program is an important part of our curriculum and meets the needs of ALL students at Merkel Elementary and Intermediate Schools.



For more information about **NO CHILD LEFT BEHIND**, visit the website at [www.ed.gov](http://www.ed.gov)

## OPPORTUNITY FOR PARENTS

- Open house at campuses
- Attendance at Title I meetings
- Parent/teacher conferences
- Volunteer at campuses
- Serve on Campus/District Committees
- Parent surveys
- Mother/Father Breakfasts
- Senior Citizen Luncheon/Health Fair
- Awards/Recognition Assemblies
- Football Pep Rallies
- Little Badgers football nights
- Parent/Teacher Organization
- Book Fair
- Veteran's Day Ceremony
- Participate in Texas Public School and Teacher Appreciation Week



## SUPPORT PROGRAMS AT MERKEL ELEMENTARY AND INTERMEDIATE SCHOOLS

Merkel Elementary and Intermediate Schools provide a variety of support programs to promote each student's achievement to reach grade level or above. These programs include Accelerated Reader, Accelerated Math instruction, Elementary Science Labs, UIL competition, Extended Day Tutorials, and Reading Improvement classes. All staff members at our campuses support these programs across the curriculum.

The challenge is to provide the optimum strategies to allow each student to be successful. Our staff constantly works with and strengthens our programs with each student's success as the end result. TAKS scores are analyzed each year and used to improve teaching strategies for each student. Merkel Elementary and Intermediate Schools also seek to provide the best inclusive or resource instructional atmosphere to see that each individual student's needs are met.

Appendix C

***LONGITUDINAL STUDY OF TAKS RESULTS***

<b>Merkel Elementary</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>3<sup>rd</sup> Grade TAKS Reading</b>	<b>96 %</b>	<b>93 %</b>	<b>96 %</b>	<b>96 %</b>	<b>90%</b>
<b>3<sup>rd</sup> Grade TAKS Math</b>	<b>96 %</b>	<b>100 %</b>	<b>98 %</b>	<b>96 %</b>	<b>91%</b>

***MERKEL ELEMENTARY GRADE 3 TAKS RESULTS***

	<b>Number Tested</b>	<b>Number Met 2 SEM</b>	<b>Percent Met 2 SEM</b>	<b>Number Met Standard</b>	<b>Percent Met Standard</b>	<b>Number Panel Recommendation</b>	<b>Percent Panel Recommendation</b>	<b>Number of Commended Performance</b>	<b>Percent of Commended Performance</b>
<b>READING</b>	<b>51</b>			<b>46</b>	<b>90</b>	<b>46</b>	<b>90</b>	<b>17</b>	<b>33</b>
<b>MATH</b>	<b>45</b>			<b>41</b>	<b>91</b>	<b>41</b>	<b>91</b>	<b>16</b>	<b>36</b>

***CUMULATIVE SUMMARY REPORT OF SUBGROUPS***

	<b>Male</b>	<b>Female</b>	<b>Hispanic</b>	<b>White</b>	<b>Economically Disadvantaged</b>	<b>Title I</b>	<b>Gifted / Talented</b>	<b>At-Risk</b>
<b>READING</b>	<b>86</b>	<b>96</b>	<b>100</b>	<b>87</b>	<b>96</b>	<b>90</b>	<b>100</b>	<b>86</b>
<b>MATH</b>	<b>96</b>	<b>86</b>	<b>100</b>	<b>88</b>	<b>96</b>	<b>91</b>	<b>100</b>	<b>82</b>

## Appendix D

This questionnaire is intended to address the McKinney-Vento Homeless Education Assistance Improvements Act 42 U.S.C. 11435. Merkel ISD is required to report this information annually beginning this school year. Presenting a false record or falsifying records is an offense under Section 37.10, penal code, and enrollment of the child under false documents subjects the person to liability for tuition or other costs. TEC Sec. 25.002(3) (d). This information will be treated with confidentiality.

Please complete the questionnaire and return it to your campus secretary by Monday, August 23, 2004.

1. Is your current address a temporary living arrangement? \_\_\_\_\_ Yes \_\_\_\_\_ No
2. Is this temporary living arrangement due to loss of housing or economic hardship?  
\_\_\_\_\_ Yes \_\_\_\_\_ No

If you answered YES to the above questions, please complete the remainder of this form.  
If you answered NO to the above questions, you may stop here.

---

Where is the student presently living? (Check one box.)

- In a motel
- In a shelter
- With more than one family in a house or apartment
- Moving from place to place
- In a place not designed for ordinary sleeping accommodations, such as a car, park, or campsite

School \_\_\_\_\_

Name of Student \_\_\_\_\_ Male  Female   
Last First Middle

Birth Date \_\_\_\_\_ Age: \_\_\_\_\_ Social Security # \_\_\_\_\_

Name of Parent(s)/Legal Guardian(s) \_\_\_\_\_

Address \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

Signature of Parent/Legal Guardian \_\_\_\_\_ Date \_\_\_\_\_

## Appendix E

<b>TOTAL COMPENSATORY EDUCATION BLOCK GRANT FOR DISTRICT</b>	<b>\$528,542.00</b>
--	---------------------

<b>COMP ED APPROPRIATIONS FOR MERKEL ELEMENTARY</b>	<b>\$150,402.00</b>
Salaries/Insurance	\$141,227.00
Supplies	\$9,125.00
Student Travel	\$50.00
Fixed Assets	\$0.00
<b>TOTAL APPROPRIATIONS</b>	<b>\$150,402.00</b>

<b>COMP ED APPROPRIATIONS FOR MERKEL INTERMEDIATE</b>	<b>\$103,007.00</b>
Salaries/Insurance	\$100,232.00
Supplies	\$2,775.00
Fixed Assets	\$0.00
<b>TOTAL APPROPRIATIONS</b>	<b>\$103,007.00</b>

<b>TOTAL TITLE I FOR DISTRICT</b>	
<b>TITLE I APPROPRIATIONS FOR MERKEL ELEMENTARY</b>	<b>\$195,827.00</b>
Salaries/Insurance	\$193,894.00
Supplies	\$0.00
Fixed Assets	\$0.00
E.S.C. Services	\$1,833.00
Travel-Employee	\$100.00
<b>TOTAL APPROPRIATIONS</b>	<b>\$195,827.00</b>

<b>TITLE I APPROPRIATIONS FOR MERKEL INTERMEDIATE</b>	<b>\$24,520.33</b>
Salaries/Insurance	\$20,854.00
Supplies	\$1,833.33
Fixed Assets	\$0.00
E.S.C. Services	\$1,833.00
<b>TOTAL APPROPRIATIONS</b>	<b>\$24,520.33</b>

	% Salary 102	% Salary 104	Comp Ed	Spec Ed	Reg	G/T	Title I	ESL	Migrant
<b>Teachers</b>									
Adair Cheri	100%						100%		
Dearing Kaye Lynne		100%				8.34%	83.33%	8.33%	
Duncan Amanda	100%				39.35		60.65%		
Hilburn Dawn	100%				11.55%		88.45%		
McGuire Suzanne	100%			83.33%	16.67%				
Sliter Lynette	100%		100%						
Stephens Tammie		100%			24.34%		75.66%		
Warren Johnny		100%		100%					
Wehba Joanie	100%		100%						
Welborn Pam	100%						66.67%	33.33%	
Woolard Krystal	100%		25%		50%	25%			
<b>Aides</b>									
Buczyna Donna	100%			83.33%	16.67%				
Childers Debbie	100%						100%		
Dudley Tammie		100%	50%	50%					
Elliott Cindy		100%	50%		50%				
Hanson Lindia	100%		100%						
Huff Angela	100%		66.67%		33.33%				
Lally Rikki	100%		100%						
Naron Kelli	100%		63.70%						
Prieto Cecilia	100%							61.50%	38.50%
Rutledge Judy	100%						100%		
<b>Summary</b>									
Teacher FTE 102			2.25	0.83	1.18	0.25	3.16	0.33	0.00
Teacher FTE 104				1.00	0.24	0.08	1.59	0.08	0.00
Aide FTE 102			3.31	0.83	0.50		2.00	0.62	0.39
Aide FTE 104			1.00	0.50	0.50		0.00		0.00
Total FTE 102			6.56	1.66	1.68	0.25	5.16	0.95	0.39
Total FTE 104				1.50	0.74	0.08	1.59	0.08	0.00