

# Merkel Independent School District



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

# ***Merkel ISD***

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## **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 Intermediate School Mission Statement**

**Merkel Intermediate 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 Intermediate School shall be distributed with equity for all students and we will maintain accountability with demonstrated results for continuous improvement of our school system.**

## **Merkel Intermediate School Philosophy**

**The 2006-2007 Merkel Intermediate 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 Intermediate School is an improving school. We are committed to excellence. This plan is an organized attempt to move us in that direction.**

## **Merkel Intermediate School Comprehensive Needs Assessment**

The Merkel Intermediate 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, 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 Intermediate School is a Title I School wide campus with 51.52% low-income students. There are 100 students in fourth and fifth grades. There are 16 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 Intermediate 4<sup>th</sup> grade had a 93% passing rate in reading, a 95% passing rate in math, and a 100% passing rate in writing. In 5<sup>th</sup> grade, 80% passed the reading test, 83% passed the math, and 67% of the students passed the science test. One major concern of the committee was the science scores for 5<sup>th</sup> grade students. Another area of concern in the science testing is our at-risk students. As a subgroup, they had a passing rate of only 44%, which is significantly lower than the passing rate as a whole. Also, our female subgroup in science had a passing rate of 63%, compared to our male subgroup passing rate of 72%. The committee realizes that the gaps in these subgroup scores must be reduced. Also, the committee understands that the state standards for passing are increasing each school year. The goals and objectives that have been chosen by this team will help us as we strive to meet those increasing 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 Intermediate 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.

When moving from elementary to intermediate, the 3<sup>rd</sup> grade students are invited over for a tour of the school. They are introduced to each faculty member. On the last day of school, 3<sup>rd</sup> grade students are told who their home-room teacher will be for the following year.

**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:

-  Individualized instruction for students at their appropriate instruction level
-  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
-  Computer Labs for both 4<sup>th</sup> & 5<sup>th</sup> grade students
-  On Campus Intervention Specialist

In the area of qualified staff, MIS 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 Intermediate School administration works diligently in recruitment and retention efforts in the areas of highly qualified personnel by visiting job fairs, universities, and on-line postings. MIS 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 Intermediate School is invited to participate in our Parents, Administrators, Teachers and Students 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 Intermediate 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, MIS 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, MIS 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 Intermediate 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, MIS 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 Intermediate School  
Campus Improvement Team***

**Dee Dee Wright, Principal  
John Martinez, Assistant Principal  
Traci Slaughter, Counselor  
Kaye Lynne Dearing, Lead Teacher  
Ann Jacobs, 4<sup>th</sup> Grade Teacher  
Marissa Jones, 5<sup>th</sup> Grade Teacher  
Johnny Warren, Special Education Teacher  
Windi Fowler, Parent  
Kathy Armstrong, Parent  
Theresa Owens, Community Member  
Jeanette Pursley, Community Member  
Danny Woodall, Business Representative  
Bob Jones, 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 Intermediate 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. Merkel Intermediate 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 curriculum with academic activities that enhance learning.**
- 6. Recruit and retain highly qualified personnel and provide quality staff development to those staff members.**
- 7. Merkel Intermediate students will have a safe and secure environment in which to learn.**
- 8. Merkel Intermediate staff and students will continue to utilize and make progress in the latest technology.**

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

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

**MIS 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 John Martinez 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	TAKS benchmark
Copies of TEKS will be in each classroom <b>SWC 1,3,4</b>	John Martinez Dee Dee Wright	August 2006	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	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; Implementing classroom interventions <b>SWC 1,5,8</b>	Dee Dee Wright Krystal Woolard Classroom teachers	August thru May	None	Documentation from pre-referral intervention meetings

Continue to serve struggling readers thru Title I room <b>SWC 2,3,9,10</b>	Dee Dee Wright, Kaye Lynne Dearing	August thru May	*Title I Salaries \$43269.63 FTE ~ .83	Sign-in Sheets; TPRI results, TAKS results, Dyslexia testing
Continue use of Accelerated Reading Program to improve reading comprehension <b>SWC 2,3,10</b>	Classroom teachers	August thru May	\$1500.00 local funds for AR tests and prizes	Purchase order receipts; TPRI results, TAKS results
Continue Extended Day instruction for math and reading <b>SWC 2,3,10</b>	Dee Dee Wright	February, March, April 2007	ARI/AMI Monies \$14,000	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
U.I.L. Academic Meet to enhance the learning of GT students (as well as other strong learners) <b>SWC 3</b>	Kaye Lynne Dearing Classroom teachers	December 5, 2006	\$600 supplies	Lists of students participating in U.I.L. meet
Principal will meet with each student that fails a subject <b>SWC 9</b>	Dee Dee Wright John Martinez	Every six weeks	None	Check off student's name after talking; Failure Report
Benchmark TAKS testing twice a year <b>SWC 2,8</b>	Dee Dee Wright Traci Slaughter Classroom teachers	November, January	None	Attendance Reports AEIS-It reports
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 Intermediate Improvement Plan  
2006-2007**

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

**MIS 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**

<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>
Continue use of pre-referral committees to monitor students referred for testing; Response to Intervention (RTI) <b>SWC 1,5,8</b>	Dee Dee Wright Joanie Wehba Kaye Lynne Dearing Krystal Woolard	August thru May	None	Documentation from pre-referral meetings
Continue to serve struggling readers thru Title I instruction and support <b>SWC 2,3,9,10</b>	Dee Dee Wright, Kaye Lynne Dearing Tammie Stephens	August thru May	Supplies \$1833.00 *Title I Salaries \$69,287.44 FTE ~ 1.59	Sign-in sheets; TAKS results, Dyslexia testing, TPRI results
Continue use of Accelerated Reading Program to improve reading comprehension <b>SWC 2,3,10</b>	Classroom teachers	August thru May	\$3500 library reading materials for new AR books	Purchase order receipts; TPRI results, TAKS results
Continue Optional Extended Day instruction for math and reading to struggling learners <b>SWC 2,8,9,10</b>	Dee Dee Wright Classroom Teachers	February, March, April 2007	ARI/AMI Monies - \$14,000	Sign-in Sheets; TPRI results, TAKS results, benchmark results
Continue weekly tutorials for struggling students; Language Program; Individualized Instruction <b>SWC 2,3,9</b>	Classroom teachers Joanie Wehba Tammie Dudley	August thru May	*SCE Salaries \$47,332.54 FTE ~ 1.5	TPRI results, TAKS results, benchmark results, STAR testing; sign-in sheets

Review all IEP's and modifications with all appropriate regular education personnel <b>SWC 2,6,8</b>	Johnny Warren, Dee Dee Wright, classroom teachers	September, 2006	None	Student progress, report cards; Individual Education Plan
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, Johnny Warren, Traci Slaughter Classroom teachers	November 2006, January 2007	Testing Local Monies \$300.00	TAKS scores, SDAA scores
Continue identification of Homeless students thru parent surveys (copy included-Appendix A) <b>SWC 6,9,10</b>	Gaylon Brnovak Dee Dee Wright Traci Slaughter	August 2006	None	Report cards; Survey Results

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

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

**MIS Measurable Campus Goal 3: All Merkel Intermediate students will continue to meet or exceed the state standard in attendance. MIS 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 every day they are absent <b>SWC 6,10</b>	Myra Mann	Daily	None	Daily attendance report filed in office
Homeroom with highest percentage attendance during a six-weeks period will get ice cream at end of day <b>SWC 10</b>	Dee Dee Wright Myra Mann	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 John Martinez Myra Mann	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 John Martinez Myra Mann	May, 2006	\$1000 Attendance Budget	Attendance records on file in office
Awards assemblies to award attendance; weekly attendance prizes & recognition <b>SWC 6,10</b>	Dee Dee Wright John Martinez	Every six weeks; weekly	\$1000 Attendance Budget	Dates of assemblies in office

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

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

**MIS 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**

Actions/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources	Formative Evaluation Methods
Campus Administrators will utilize the district parent involvement policy (copy included in Appendix)  <b>SWC 6,10</b>	Dee Dee Wright John Martinez	August-May	None	Parent Involvement Policy
Parent Meeting/Open House  <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
Parent notification of ARD meetings  <b>SWC 6,8,10</b>	Johnny Warren 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>	Dee Dee Wright John Martinez Kaye Lynne Dearing	October, January, April	None	Record of parent attendance on file in Title I 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 John Martinez Classroom teachers	August thru May	Cost of postage \$80	Copies of discipline referrals on file in office
School-Parent Compact to coordinate goals (Copy included in Appendix)	Parents, Teachers and students	August 2006	None	Signed compacts on file in office
Parents will be invited to eat lunch and visit classrooms with students during public school week <b>SWC 6,10</b>	Dee Dee Wright	Spring 2007	None	Parent attendance on file in office
PATS (parent-teacher organization) will have membership drive to encourage participation by all <b>SWC 6,10</b>	Dee Dee Wright Staff Members	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 John Martinez	Every six weeks	None	Dates of assemblies in office
Grandparents Thanksgiving Luncheon and Health Screening <b>SWC 6,10</b>	Dee Dee Wright John Martinez Kaye Lynne Dearing	November 2006	Title I	Sign-in Sheet
Father/Mother Breakfast at Cafeteria <b>SWC 6,10</b>	Dee Dee Wright Kaye Lynne Dearing Volunteer Teachers	October 2006 February 2007	Title I	Sign-in Sheet
Title I Policy annual meeting to review curriculum, funding, and staffing concerns <b>SWC 6,10</b>	Dee Dee Wright John Martinez Krystal Woolard	October 2006	None	Sign-in Sheet
Positive Postcards sent to each student <b>SWC 6,10</b>	Classroom teachers	December/May	\$50 for postage	Classroom rosters

Newspaper articles addressing Intermediate 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 -invitation to all parents and students of Merkel Intermediate School <b>SWC 6,10</b>	Dee Dee Wright John Martinez Krystal Woolard	November 20, 2006	None	Sign-in Sheet
Intermediate School field trips throughout the year; parents are invited to attend and assist <b>SWC 6,10</b>	Dee Dee Wright	August-May	Local Funds	Sign-up sheets and classroom rosters
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 Intermediate Improvement Plan  
2006-2007**

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

**MIS 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; Distributed to all teachers beginning of school year
Campus grade levels will review TEKS vertically and horizontally <b>SWC 2,8,10</b>	Dee Dee Wright, Rose Burks (ESC XIV)	October January	None	Dates and Times of meetings with Rose Burks
Reading Committee will review TEKS and curriculum to identify weak areas of instruction <b>SWC 1,2,8,9</b>	Dee Dee Wright, MIS Reading/Intervention Committee	Every six weeks	None	Dates and Times of Reading Committee 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	August 2006	None	Dates and Times of staff meetings

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

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

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

**Summative Evaluation: AEIS REPORT**

Actions/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources	Formative Evaluation Methods
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 provided as needed  <b>SWC 3,4</b>	Dee Dee Wright	August 2006	Local funds, ESC XIV	Certificates from various training
MISD employees are paid \$1000 above base pay  <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/Funding Records

**Merkel Independent School District  
Merkel Intermediate 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.

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

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

Actions/ Strategies	Staff Responsible	Timeline Start/End	Budget Resources	Formative Evaluation Methods
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>	Myra Mann Dee Dee Wright	August thru May	Activity Fund \$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 16, 2005	None	Attendance Roster
6 Pillars of Character taught throughout the year(trustworthiness, respect, responsibility, fairness, caring, and citizenship) <b>SWC 10</b>	Traci Slaughter Classroom teachers	August thru May	Counselor's Budget	Attendance Roster
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 John Martinez	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	Decrease in drug use and violence; PEIMS discipline report
Red Ribbon Week (drug-prevention) <b>SWC 10</b>	Traci Slaughter	October 23-27, 2006	\$235 local funds Counselor's Budget	Class Rosters
Awards Assemblies at end of each semester to celebrate good behavior; Hands of Kindness <b>SWC 2,6</b>	Dee Dee Wright John Martinez Traci Slaughter	Every six weeks	None	Dates of awards assemblies in office
Texas School Safety Center Emergency Operations Plan <b>SWC 1,10</b>	Dee Dee Wright John Martinez Kaye Lynne Dearing	November thru May	None	Emergency Drill documentation in command center
Bully Training for Staff and Students <b>SWC 2,10</b>	Rod Pruitt, REG XIV Traci Slaughter	October 10, 2006	None	Class Rosters
ARCADA (Abilene Regional Council for Drug Abuse) <b>SWC 2,10</b>	Traci Slaughter	April thru May	None	Class Rosters
Young Audiences (stereotyping and goal-setting) <b>SWC 2.10</b>	Region 14, Victoria Spangler Traci Slaughter	August-May	None	Class Rosters
Voices Unmasked <b>SWC 2.10</b>	Region 14, Victoria Spangler	March 2007	\$250 Local Money Counselor's Budget	Class Rosters; Teacher evaluations
Ident-A-Kid (anti-kidnapping program) <b>SWC 2.6.10</b>	Traci Slaughter	November 29, 2006	None	Class Rosters
Transition guidance for incoming 3 <sup>rd</sup> graders and outgoing 5 <sup>th</sup> graders – Tour of Campus & Assembly <b>SWC 7</b>	Administration Classroom Teachers	August & May	None	Class Rosters
Transition guidance for incoming 3 <sup>rd</sup> graders and outgoing 5 <sup>th</sup> graders – Beginning of School Year Assembly <b>SWC 7</b>	Campus Administrators	August & May	None	Class Rosters

**Merkel Independent School District  
Merkel Intermediate 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.**

**MIS Measurable Campus Goal 8: All MIS staff will continue to utilize and make progress in the latest technology trends in teaching and all MIS 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</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>	Classroom teachers	August thru May	Technology Account	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	none	Lab schedule and class list
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 AR Account	AR list of tests and student usage; TPRI scores; TAKS scores
STAR Testing for reading students <b>SWC 2,3,8,9</b>	Classroom teachers	August thru May	Technology Account	Student lists of reading levels
Staff will be provided with professional development concerning technology utilization in the classroom <b>SWC 2,3,4</b>	John Martinez 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 1 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*

Merkel Intermediate	2002	2003	2004	2005	2006
4th Grade TAKS Reading	98	85	91	58	93
4 <sup>th</sup> Grade TAKS Math	100	98	100	96	95
4 <sup>th</sup> Grade TAKS Writing	93	86	93	98	100
5 <sup>th</sup> Grade TAKS Reading	95	90	92	94	80
5 <sup>th</sup> Grade TAKS Math	97	95	87	90	83
5 <sup>th</sup> Grade TAKS Science	*	95	79	83	67

\* Did not have Science test until 2003

***MERKEL INTERMEDIATE 4<sup>TH</sup> GRADE TAKS RESULTS***

	Number Tested	Percent Met Standard	Number of Commended Performance	Percent of Commended Performance
<b>READING</b>	<b>41</b>	<b>93</b>	<b>5</b>	<b>12</b>
<b>MATH</b>	<b>41</b>	<b>95</b>	<b>19</b>	<b>46</b>
<b>WRITING</b>	<b>41</b>	<b>100</b>	<b>6</b>	<b>15</b>

***MERKEL INTERMEDIATE 5<sup>TH</sup> GRADE TAKS RESULTS***

	Number Tested	Percent Met Standard	Number of Commended Performance	Percent of Commended Performance
<b>READING</b>	<b>52</b>	<b>80</b>	<b>15</b>	<b>29</b>
<b>MATH</b>	<b>48</b>	<b>83</b>	<b>11</b>	<b>23</b>
<b>SCIENCE</b>	<b>42</b>	<b>67</b>	<b>6</b>	<b>14</b>

**CUMULATIVE SUMMARY REPORT OF SUBGROUPS  
4<sup>TH</sup> GRADE**

	Male	Female	Hispanic	White	Economically Disadvantaged	Title 1	Gifted / Talented	At-Risk
<b>READING</b>	<b>90</b>	<b>96</b>	<b>100</b>	<b>94</b>	<b>92</b>	<b>93</b>	<b>100</b>	<b>100</b>
<b>MATH</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>94</b>	<b>96</b>	<b>95</b>	<b>100</b>	<b>90</b>
<b>WRITING</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* No data reported if fewer than 5 students in a subgroup

**CUMULATIVE SUMMARY REPORT OF SUBGROUPS  
5<sup>th</sup> GRADE**

	Male	Female	Hispanic	White	Economically Disadvantaged	Title 1	Gifted / Talented	At-Risk
<b>READING</b>	<b>76</b>	<b>85</b>	<b>*</b>	<b>86</b>	<b>67</b>	<b>81</b>	<b>100</b>	<b>64</b>
<b>MATH</b>	<b>90</b>	<b>79</b>	<b>*</b>	<b>92</b>	<b>72</b>	<b>83</b>	<b>100</b>	<b>68</b>
<b>SCIENCE</b>	<b>72</b>	<b>63</b>	<b>*</b>	<b>67</b>	<b>57</b>	<b>67</b>	<b>100</b>	<b>44</b>

\* No data reported if fewer than 5 students in a subgroup

## 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, 2006.

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>
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<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