

District Needs Assessment

Demographics

The Tarkington Independent School District encompasses 238 square miles in north Liberty County. The school is located seven miles east of Cleveland and fifty miles north of Houston. The school is the largest employer in the district. There are very few industries, and the tax base is low.

There are 4 campuses in the District:
Primary—Pre-K through 3
Intermediate—Grades 4-5
Middle School—Grades 6-8
High School—Grades 9-12

The total student population is 1959. The student breakdown is as follows:

African American	.7%
Hispanic	3.6 %
White	94.9%
Other	.6%
Economically Disadvantaged	38.6%

Student Information

Tarkington ISD was rated Academically Acceptable in 2008. The Primary School was rated Recognized. The High School, Middle School, Intermediate were rated Academically Acceptable. The attendance rate for the district (05-06) was 95.1 %. The dropout rate was .3%. The completion rate for the class of 2006 was 97.9% which is an increase of 6.4% from previous year. The rate for students graduating in 2006 with a Recommended or Distinguished Achievement Diploma was 42.8%.

TAKS scores 2008

Reading/ELA

All

93%

Economically Disadvantaged

90%

Hispanic

86%

Mathematics

All

79%

Economically Disadvantaged

74%

Hispanic

79%

Writing

All

93%

Economically Disadvantaged

93%

Science

All

68%

Economically Disadvantaged

56%

Social Studies

All

88%

Economically Disadvantaged

83%

Student Needs

1. Although scores continue to rise yearly, most areas fall below the state average. **TISD students should meet or exceed the state average in all areas, in both categories All Students and Economically Disadvantaged.**

Reading:	State -91%	TISD -93% (Eco/Dis -90%)
Math:	State -80%	TISD -79% (Eco/Dis -74%)
Writing:	State -93%	TISD -93% (Eco/Dis -93%)
Science:	State -74%	TISD -68% (Eco/Dis -56%)
Soc. Studies	State -91%	TISD -88% (Eco/Dis -83%)

2. The State average in Recommended High School Diploma graduates is 72.3%. THS RHSD graduates are at 42.8%. Again, **TISD should meet or exceed the State average.**

3. Tarkington ISD has a professional staff of 165. Statistics for teachers by experience are:

Beginning	7.5%
1-5 years	35.9%
6-10 years	15.9%
11-20 years	24.4%
Over 20 years	16.2%

Turnover rate for teachers: TISD 18.6% State average 15.6%

Teacher retention is a significant problem for the district, and through a program of mentoring, staff development, teacher incentives, and salaries comparable to area schools, **the district hopes to reduce the turnover rate.**

4. Special Education personnel have not always been utilized in the most effective manner. The Central Office will review the Sp. Ed. student population to allocate the personnel as needed. **Special Education personnel will become a district-wide decision instead of a campus-based decision.**

5. Curriculum alignment has always been difficult from a district-wide perspective due to the expense of building a subject area Scope and Sequence. **Better curriculum alignment, K-12, will greatly benefit TISD students.**

6. Disseminating information to parents on a broad scale is difficult in a small rural school. **The TISD webpage, parent e-mail, Parent Report, event calendars, and other postings will greatly enhance the communication with parents.**

7. More post-secondary training and education for TISD students has become essential in today’s society. **The District will work to develop more college and technical school opportunities for our students.**

District Objectives 2008-2009

Subject	Group	Measurable Objective
Reading	All students	5% increase: From 93% to 98%
	Economically Disadvantaged	5% increase: From 90% to 95%
Writing	All students	5% increase: From 93% to 98%
	Economically Disadvantaged	5% increase: From 93% to 98%
Math	All students	5% increase: From 79% to 84%
	Economically Disadvantaged	6% increase: From 74% to 80%
Social Studies	All students	5% increase: From 88% to 93%
	Economically disadvantaged	7% increase: From 83% to 90%
Science	All students	7% increase: From 68% to 75%
	Economically disadvantaged	20% increase: From 56% to 75%

Goal I: All Tarkington ISD students will demonstrate gains as evidenced by scores on TAKS, SAT, and other state and national tests.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation & Time
1. Teachers will work in teams with administrators to disaggregate the TAKS data for each student using DMAC solutions program.	District Budget	Teachers Counselor Principal	TAKS benchmarks and final scores. Summer 08 May 09
2. Teachers will take special note of the areas of concern for special education students, ESL students and economically disadvantaged students, and they will plan activities to remediate any problems.	District Budget	Teachers Counselor Principal	TAKS benchmarks and final scores. Summer 08 May 09
3. Teachers will set benchmarks and monitor progress of students' academic skills. Remediation process will be determined by scores on benchmarks.	District Budget	Teachers Staff Principal	Benchmark tests set by each campus. Nov. 2008/Feb. 2009.
4. All students will use the available technology (Study Island, Waterford, TMSDS, etc.) to remediate or enhance TEKS skills for all students. Special Education and ESL students will utilize software designed for their specific needs.	ARI/MRI District Budget	Teachers Staff Principal	Progress Monitoring Every 6 weeks or more
5. Each campus will encourage all students to participate in UIL competitions or subject specific contests with particular targeting of GT students	District Budget	Teachers Principal	Participation will increase by 10% Spring 2009

6. GT students will be involved in a pull-out program in K-8 to participate in planned activities.	District Budget	Teachers Principal	Products will be completed each 6 weeks.
7. Late start for departmental/campus planning twice a year. Students begin class at 9:20 a.m. Principals schedule planning sessions.	District Budget Title Funds	CCLs Principal	Disaggregation/assessment/ tutoring for each six weeks planned.
8. The district will begin curriculum mapping in all subjects. The District Curriculum Council will be analysis data through reviewing lesson plans, developing common assessment and practicing researched based instructional strategies.	District Budget Title Funds	Teachers Principals Curr. Directors	Curriculum reviewed/revised as needed during the school year.
9. The district and campuses will provide professional development on instructional best practices. Campus Administrators and Central Office will utilize Eduphoria to insure that curriculum and beneficial instructional practices are being offered in every classroom.	District Funds Title Funds	Principals Curriculum Directors	Curriculum and Instruction monitored weekly throughout school year
10. Staff development on technology integration into the curriculum will be provided by the district.	Title Funds	Principals Curriculum Dir Tech Specialists.	Workshops in Fall/Spring/Summer PDAS Evaluation
11. The Math Coordinator continues working in grades PreK-8 to direct alignment, lesson planning, professional development and assessment evaluation.	District Funds	Principal Curriculum Dir.	Monitor the process each 6 weeks for teacher/campus needs.
12. All first year teachers will participate in the Mentor Program. Teachers new to the district will be assigned a “buddy” teacher for general help and information.	District Funds	Principals Curriculum Dir.	Mentors report to Curr. Dir. each 6 weeks

13. The High School Counselor and Career Advisor will continue to work with 8 th grade students and parents to develop a HS plan that will affect their post-secondary education.	District Budget	Principals Counselors	Meetings with 8 th graders in Spring 2009
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<p>14. Tarkington Intermediate and Middle School will work toward extending the scientifically researched based practices in Reading that were begun with Reading First in the Primary School.</p>	<p>ARI District Budget</p>	<p>Principal Teachers Curr. Directors</p>	<p>Students will be monitored, assessed and given remediation as needed.</p>
<p>Initiatives/Strategies/Activities 15. SAT Prep classes will be offered to HS juniors and seniors.</p>	<p>Resources Campus Budget</p>	<p>Person Responsible Principal Counselors</p>	<p>Evaluation & Time Student scores on SAT show 10% improvement.</p>
		<p>Teachers</p>	
<p>16. The number of students on the Recommended Program will increase by 20%.</p>	<p>District Budget</p>	<p>Principal Counselors</p>	<p>AEIS will show 20% increase in students on RHSP</p>
<p>17. Secondary math programs will schedule remediation for students in need. Students not mastering TAKS in high school and middle school will be placed in TAKS remediation classes.</p>	<p>AMI District Budget</p>	<p>Principal Counselors Curr. Director</p>	<p>TAKS mastery in Math will show a 10% increase.</p>
<p>18. The District will monitor Special Ed. personnel from a district perspective, changing the configuration of classes as students move through the system.</p>	<p>District Budget</p>	<p>Central Office Principals</p>	<p>Special Ed. students will be served in more efficient manner.</p>
<p>19. Substitute teacher candidates, after orientation, will be required to observe different classrooms for 6 hours before being placed on the sub list.</p>	<p>District Budget</p>	<p>Sec. Curr. Dir.</p>	<p>3 trainings each year Fall/Spring</p>

Goal II: The community will view Tarkington ISD as a district where achievement is primary, performance is high, educators accept responsibility for student learning, accountability exists at all levels, and there is safety, respect, and confidence in the school.

<p>1. The District will promote student and district recognition through the various media, including the TISD webpage.</p>	<p>District Budget</p>	<p>Curr. Director Principals Teachers</p>	<p>Weekly submissions of student/school activities.</p>
<p>2. The TISD Webpage will be expanded to provide more communication to parents and community, inter-district communication, and employment communication. 6. The District will present the annual Commitment to Education Award to a community member and a former TISD employee at the Round-Up in October.</p>	<p>District Budget Title II-Part D District Budget</p>	<p>Webmaster Supt. Director Curr. Director</p>	<p>Website updated on a weekly basis. October 2008 Counter monitored monthly.</p>
<p>3. The Emergency Operation Plan will be reviewed, revised and updated.</p>	<p>District Budget Title IV funds</p>	<p>Supt. Curr. Director</p>	<p>All revisions will be complete by Oct.</p>
<p>4. All staff will be trained on sexual harassment, child abuse and conflict resolution in group workshops or through online modules.</p>	<p>District Budget</p>	<p>Principals Curr. Director</p>	<p>Training is complete by Nov.</p>
<p>5. Pregnancy related services (PRS) will be offered to pregnant students to support their staying in school.</p>	<p>District Budget</p>	<p>Counselors Nurses</p>	<p>Counselor documentation of dates/services on confirmation of pregnancy.</p>

<p>7. Each campus will develop programs to involve parents in various campus programs (volunteers, tutors, special events, etc.) The district will help the PTO develop its own website</p>	<p>District Budget</p>	<p>Principals Webmaster</p>	<p>Evaluation in December 2008 and May 2009</p>
<p>8. All participants in extra-curricular activities, as well as high school drivers, will be required to take a drug test. Random testing will be conducted regularly. See Drug Policy on website for details. 12. All classrooms will remain locked with only the teacher opening the door. Substitute teachers will be given a key and badge to be returned at the end of each day.</p>	<p>District Budget Title IV District Budget</p>	<p>Principals Asst. Teachers Principals</p>	<p>Summer 2008 initial testing Principals will monitor locked doors Random testing each month.</p>
<p>9. A web-based grade program will be offered to parents through the website to allow parents to view their child's grades.</p>	<p>District Budget</p>	<p>Technology Director Principals</p>	<p>Announcement beginning of school. Number enrolled monitored every 6 weeks.</p>
<p>10. Principals will communicate regularly with parents via e-mail list created by Technology Director.</p>	<p>District Budget</p>	<p>Principal Technology Director</p>	<p>Principals will send parent e-mails at least once every 6 weeks.</p>
<p>11. Each campus will practice one of the various crisis drill procedures once each month.</p>	<p>District Budget</p>	<p>Principal Asst. Principal</p>	<p>Drill logs will reflect monthly practice drills.</p>

<p>13. Each campus will train 2 people on issues connected to diabetes.</p>	<p>District Budget</p>	<p>Principals Curr. Director</p>	<p>Training finalized by Oct. 2008</p>
<p>14. The District’s Student Health Advisory Council (SHAC) will meet twice a year to review the health curriculum and wellness plan.</p>	<p>District Budget</p>	<p>Curr. Director</p>	<p>Fall 2008 Spring 2009</p>
<p>15. CPR classes and training in the AED units will be offered every summer for all required personnel as well as those interested in the classes.</p>	<p>District Budget</p>	<p>Curr. Director Nurse</p>	<p>100% participation by required personnel Summer 2009</p>
<p>16. Provide staff development (coordinated with Title II, Part A professional development) to teachers, principals, and other appropriate staff to meet the Teacher Quality Annual Measurable Objectives under NCLB.</p>	<p>District budget</p>	<p>Curr. Director Principals</p>	<p>100% of teachers meet Highly Qualified requirement</p>
<p>17. Through careful recruitment and staff development, all teachers at TISD will meet the Highly Qualified standard.</p>	<p>District budget</p>	<p>Personnel Dir. Principals</p>	<p>100% of teachers meet Highly Qualified requirement</p>

Goal III: The TISD student will graduate fully prepared to pursue additional education to begin a career. The graduate will be an effective communicator, a proficient problem solver, an independent thinker/worker, a cooperative team member, efficient in the use of technology, knowledgeable about worldwide issues, and a responsible citizen.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation and Time
1. All grades will deliver instruction on careers. Secondary campuses provide assessment to help students determine career paths and interests.	District Budget HS Allotment	Principals Counselors	Spring semester surveys
2. All HS students will begin on the Recommended Program with incentives in place to raise the number graduating with Recommended or Distinguished diplomas.	District budget	Principals Counselors	The district will exceed the state avg. in RHSP graduates.
3. Information about the Texas Grant Program will be provided to Middle School and High School students.	District budget	Sec. Counselors	Spring semester 2009
4. The Senior Advisor and Career Counselor will work with 8-12 students to develop a cohesive post-secondary plan.	District budget/HS Allotment	Principal Sr. Advisor	Fall/Spring semesters
5. All HS students and all at-risk MS students will develop with the counselor a Personal Graduation Plan.	District budget	HS/MS Counselors	100% completion Fall semester
6. At-risk students will be assigned summer school (credit recovery classes to regain credit or TAKS remediation). High School students can also attend for credit advancement. Tuition of \$125 will be charged for High School summer classes.	District budget/ HS allotment	Principal/Counselor	90% passing rate for Summer classes –June 09
7. The HS Counseling secretary will maintain records of students leaving TISD to help monitor TISD completion rate.	District budget	Counselor PEIMS Coordinator	Each 6 weeks

8. THS will expand their Dual Credit agreement with Lonestar College to include a wide variety of courses.	District budget	HS Counselor Sec. Curr. Dir.	Review Spring semester
9. Tarkington ISD will continue to develop its partnership with the Liberty County Workforce to increase participation in Dual Credit enrollment in vocational classes.	Vocational budget	Principal HS Counselor Sec. Curr. Dir.	Aug., Dec. 2008 May 2009
10. On secondary campuses, the District will promote "Education: Go Get IT" to encourage students to begin thinking about colleges.	None	Principals Counselors	Spring 2008
11. The district will join with Hull-Daisetta ISD in a shared service arrangement to obtain Carl Perkins funds to use in connection with the Liberty County Workforce Academy for vocational training.	Carl Perkins Grant	Curr. Dir. Principal Dir. Of Business	September 2008 June 2009

Goal IV: TISD will develop and maintain a powerful sense of community and shared direction among TISD personnel, parents, students and the public.

Initiatives/Strategies/Activities	Resources	Person Responsible	Evaluation and Time
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1. The district will participate fully in the Tarkington Student Foundation to promote the idea that any TISD graduate who attends post-secondary education will receive a scholarship.	Employees/Facilities	Superintendent	TISD graduates will receive scholarships
2. Teachers will meet vertically according to subject disciplines with CCLs to plan for better alignment, integration and department cohesiveness.	District Budget	Principals, Teachers Curr. Director	Scheduled meetings each 6 weeks.
3. All first year teachers will participate in the Mentor Program. Teachers new to the district will be assigned a “buddy” teacher for general help and information.	Title II Funds	Principals, Curr. Director	Reports each 6 weeks. for 1 st semester
4. The district and campuses will promote student and district recognition through the local newspaper, radio station and webpage.	District Budget	Curr. Director	Publicity at least once a week.
5. The TISD webpage will be expanded to include more community and parent communication, as well as inter-district communication.	District Budget Title II	Webmaster Curr. Director	Review of websites weekly
6. Each campus will develop a partnership with parents to discuss and implement programs involving parents. All grade levels will have e-mail lists for parents.	District Budget	Principals Supt.	Each 6 weeks

District Advisory Team

Business

Glen Scott 281-592-2785
 Chris Nunn 281-592-6060

Community

Jane Allen	281-592-6019	
Ken Smith	281-592-2183	cell 281-593-8097

Parents

Kay Ebner	281-593-8188
Beverly Long	281-432-1015

Teachers

Julia Hankins
 LaJenia Hicks
 Rhonda Penry
 Becky Wheeler
 Kim Rose
 Roberta Lakavage
 Tamara Gullede
 Laurie Williams

Principals

Maureen Cullen
 Jim Hair
 John Johnson
 Robert Shaw

Central Office

Ann Patterson
 Tammy Glaze

District Improvement Plan Summary 2008-2009

Goal I: All Tarkington ISD students will demonstrate gains as evidenced by scores on TAKS, SAT, and other state and national tests.

1. Disaggregate TAKS data using DMAC
2. Sub-group analysis and intervention planned
3. Benchmarks
4. Technology for intervention
5. UIL participation
6. GT pull-out program
7. Late Start for planning
8. Campus Curriculum Leaders meet with principal
9. Faculty Tech classes
10. Math Coordinator
11. District curriculum writing initiative
12. Administrators monitor curriculum and instructional practices through Eduphoria
12. Mentor program for first year teachers
13. High School plan for all students
14. Extending Reading First practices through 8th grade
15. SAT Prep classes
16. Increase Recommended High School Program participation
17. Trailer Algebra/ TAKS classes for 8th grade Math TAKS failures
18. Special Ed. personnel/programs managed from district perspective
19. Subs required to do classroom observations.

Goal II: The community will view Tarkington ISD as a district where achievement is primary, performance is high, educators accept responsibility for student learning, accountability exists at all levels, and there is respect and confidence in the school.

1. District promotion through the media.
2. TISD webpage expansion
3. Emergency Operation Plan reviewed
4. Staff training on mandated topics

5. Pregnancy Related Services to pregnant students
6. Commitment to Education Award
7. Parent involvement programs
8. Drug testing program
9. Parent Connect
10. Parent e-mail lists
11. Emergency drill procedures
12. Locked classrooms
13. Diabetes training
14. Student Health Advisory Council
15. CPR/AED training

Goal III: The TISD student will graduate fully prepared to pursue additional education to begin a career. The graduate will be an effective communicator, a proficient problem solver, an independent thinker/worker, a cooperative team member, efficient in the use of technology, knowledgeable about worldwide issues, and a responsible citizen.

1. Career assessment/advisement
2. Stress Recommended High School Program
3. Texas Grant Program
4. Cohesive post-secondary plan
5. At-Risk Middle School and all High School students with Personal Graduation Plan
6. Summer School: Grades 3-8 – Intervention and free of charge: High School will charge \$125
7. Records of “leavers”
8. Expand Dual Credit program with LoneStar College
9. Partnership with Liberty County Workforce Academy
10. Education: Got Get It promotion

Goal IV: TISD will develop and maintain a powerful sense of community and shared direction among TISD personnel, parents, students and the public.

1. Tarkington Student Foundation
2. Teachers meet vertically in their disciplines
3. Mentor program
4. Promote student/district recognition
5. District/Campus webpage expansion
6. Parent e-mail lists