



## International Leadership of Texas

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3301 N. Shiloh Rd, Garland, TX 75044 ♦ Tel: (972) 414-8000 ♦ ILTexas.org

### AGENDA

International Leadership of Texas Board of Directors Meeting  
Wednesday, October 16th, 2013 – 6:30pm  
3301 North Shiloh, Garland, Texas

I.	Call to Order	Tab
II.	Approval of September 2013 Minutes.	1
III.	General/Public Comment	
IV.	CEO/Superintendent Report: Eddie Conger	2
	A. CFO Report, Jerry McCreight	3
	B. COO Report, Chris Florance	4
	C. Chief Academic Officer Report, Dr. Laura Carrasco	5
	D. Special Education Report, Deborah Vyborny	6
	E. Foundation Development Report, Angela Moran	7
	F. Athletic Director Report, Tomas Sanchez	8
	G. Director of Testing & Technology, Joyce Wheeler	9
	H. Principals' Report:	10
	1. Arlington MS – Constance Jawaid, Principal	
	2. Arlington ES – Elizabeth Lawlor, Principal	
	3. Garland HS - Nadia Ayala, Principal	
	4. Garland MS – Myrna Apodaca, Principal	
	5. Garland ES – Angela Marcellus, Principal	



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V.	Discussion Items:	Tab
	A. Enrollment	11
	B. Budget impact from Enrollment	
VI.	Executive Session:	12
	A. Discuss Personnel Hiring, Termination, and Resignations	
	B. Discuss Real Estate	
VI.	Action items:	13
	A. Discuss/act on hiring of new personnel, terminations, and resignations.	
	B. Discuss/act on approving lease agreement for the construction of Arlington K-8.	
	C. Discuss/act on authorizing Superintendent to sign lease agreement for the construction of Garland HS.	
	D. Discuss/act on to approve Campus and District Improvement Plans.	
VII.	Adjourn	



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### International Leadership of Texas Board

### Meeting Minutes for September 18, 2013

- I. Call to Order- The Board of the International Leadership of Texas was convened Wednesday, September 18, 2013 and was called to order at 6:30 p.m. by President Frank Corte at the new ILTexas campus in Arlington at 2912 Little Road, Arlington, TX 76016. Roll was called and a quorum was confirmed.
  - A. Board Members present:
    - i. Frank Corte, President
    - ii. Curtis Donaldson, Vice President
  - B. Board Members absent:
    - i. Carmen Valdivia, Secretary
    - ii. Cliff Sevier
    - iii. Connie Wallace
  - C. Staff Present:
    - i. Eddie Conger, CEO/Superintendent
    - ii. Jerry McCreight, CFO
    - iii. Chris Florance, COO
    - iv. Dr. Laura Carrasco, Director of Languages
    - v. Tomas Sanchez, Athletic Director
    - vi. Carrie Hutchison, Assistant to the Superintendent
    - vii. Constance Jawaid, Principal, Arlington MS
    - viii. Elizabeth Lawlor, Principal, Arlington ES
    - ix. Nadia Ayala, Principal, Garland HS
    - x. Deborah Vyborny, Director of Special Education
    - xi. Myrna Apodaca, Principal, Garland MS
    - xii. Angela Marcellus, Principal, Garland ES
- II. The meeting began with President Corte stating that Mr. Sevier is on his way will join the meeting shortly. That no action can be taken but the meeting will continue with the reports from staff.
- III. Mr. Corte appoints Mr. Donaldson as Acting Secretary for the meeting to capture the minutes in the absence of permanent and temporary secretaries.
- IV. General/Public Comment – no one made a comment or public statement.
- V. CEO/Superintendent Conger gives his initial report and then defers to Staff Reports.
  - A. CEO reports that the first couple of weeks of school were not smooth. The drop off and pick up at the Garland campus was congested and there were some angry parents. New software was introduced to manage arriving parents to match up with students and the drop off and pick up was reduced to a 30 minute evolution. This was the biggest unforeseen challenge but was rectified quickly.



## International Leadership of Texas

---

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- B. Enrollment was not at the desired level and efforts were being implemented to increase the number. Currently there are 2,472 students enrolled. From the first day of classes this dropped to 2,288 but efforts to increase the enrollment has gotten it to its current level. These efforts will continue to increase enrollment.
- C. Mr. Conger reported that small challenges have risen in the IT support at the Garland HS campus at Arapaho Baptist Church. He stated they were being resolved and will defer to Mr. Florance in his report.

### VI. Staff Reports

- A. CFO Report, Jerry McCreight- Financial Report provided and explained, specifically- Current and last month's balance sheet and income statement. He also reported that the \$1.6M in revenue from the State of Texas on September 12<sup>th</sup> and as expected the next installment was to be made on September 25<sup>th</sup>.
- B. COO Report, Chris Florance- Reported status of operations on each campus. He stated that a temporary Certificate of Occupancy was issued for the Garland HS campus at the Arapaho Baptist Church. He also reported on the difficulties and remedies to the telephone issues at the Garland HS. He stated that the Principals were doing well and being resilient to work through the challenges. He reported on the technology equipment that have been installed and/or on back order. Food service, security, and nurses and transportation reports followed.
- C. Chief Academic Officer Report, Dr. Laura Carrasco- reported instructional materials. She stated that some of the materials were purchased with the allocation from the state and others were borrowed from Dallas ISD. The first LPAC meeting will occur on Sept. 23<sup>rd</sup> with an estimate 380 students. She reported that students with Dyslexia were being identified. A consultant was being used to assist with identification and intervention with these students. Also she reported a partnership with SMU graduate school to assist with Dyslexia training. She continued to report on the developing of an Intercultural Committee at each campus. Lastly she stated that an effort was being made to network with other Charter Schools and ISD's.

Mr. Sevier arrives and joins the Board. A quorum is present.

- D. Deborah Vyborny is the consultant for special education services for ILTexas she provide a report. Currently there are 240 special education district wide and she expects that number to grow to 300 as teachers, students and parents are continued to learn more about each other. She stated that some of the position needed have been filled but more are still unfilled. This is most due to the growing number of special students and the additional staff needed.
- E. Development Report- Mr. Conger makes a report of on-going efforts to prepare and submit request for grants and foundation funds. It was reported that the 2<sup>nd</sup> Rachal Foundation was to be submitted. Additional grants are to be submitted to other foundations. These funds would fund these programs:
  - i. \$31,000 for Chinese Curriculum
  - ii. \$50,000 for Garland



## International Leadership of Texas

---

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Three to four other grants are to be submitted for a total of \$100,000 for athletic programs.

- F. Athletic Director, Tomas Sanchez reports the success of the Girls volleyball team victories. He also stated that the students and facility are getting settled into their facilities. He reported that the YMCA is allowing students to use their facilities as temporary facilities.
  - G. Principals Reports- Written reports provided by Garland HS, Garland MS, Garland ES, Arlington ES, Arlington MS. Most updates included staff hiring, master schedules, enrollment, and parent meetings
- VII. The minutes from the previous meeting were reviewed and approved by board action. Motion made by Mr. Donaldson and 2<sup>nd</sup> by Mr. Sevier with a 3 to 0 vote to approve.
- VIII. Executive Session – Board President Corte called the Board into an executive session at 8:30pm.
- A. Discussion of Personnel (hiring)
  - B. Discussion of Real Estate
- IX. Action items – Board returned to public session at 9:10pm.
- A. Approval of new personnel. Motioned by Sevier and seconded by Donaldson, vote was 3 ayes no nays – Slate of New Hires was approved as amended.
  - B. Board discussed the need for a local depository for funds collected in daily operations in the Dallas/Ft. Worth area. Motioned by Sevier and seconded by Donaldson to authorizing CEO and CFO to open local bank account to deposit daily operational funds. The vote was 3 ayes and no nays. The new motion was approved.
  - C. Action on authorizing CEO and staff to purchase or lease commercial vehicles up to \$150,000 limit to support ILTexas operations was discussed and motion was made by Mr. Donaldson and 2<sup>nd</sup> by Mr. Sevier, motion passed 3 to 0.
- IX. Adjourn- the meeting adjourned at 8:18 p.m.

Approved by the Board of Directors in the next board meeting on October 16, 2013 in a lawfully called meeting in accordance with the bylaws of the Board of Directors and all laws and regulations of the State of Texas.

\_\_\_\_\_  
Vice President

\_\_\_\_\_  
Date

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

**Balance Sheet by Object (Rollup)**  
 Effective 09/30/2013

**Fund:** District Filter: ILTexas  
**Function:** County/District: 057848  
**Object:**  
**Sub-Object 1:**  
**Organization:**  
**Fiscal Year:**  
**Program Intent:**  
**Sub-Object 2:**  
**Sub-Object 3:**  
**No Account Code Filter Applied**

CODE	ASSETS	AMOUNT
1110	Operating - Vintage	\$1,706,990.26
1290	Other Receivables	(\$3,192.16)
<b>TOTAL ASSETS</b>		<b>\$1,703,798.10</b>

CODE	LIABILITIES	AMOUNT
2110	Accounts Payable	(\$168,922.62)
2151	Federal Income Tax	\$0.00
2152	FICA/Medi	\$0.00
2153	Group Health&Life	\$738.00
2155	TRS	\$0.00
2158	HSA Acct	\$0.00
2159	Other	\$0.00
2520	Loans--Long Term LOC & Loan	(\$1,765,000.00)
<b>TOTAL LIABILITIES</b>		<b>(\$1,933,184.62)</b>

CODE	FUND EQUITY	AMOUNT
3590	Temp Restrct Net Assets	(\$49,750.00)
3600	Unrestricted Net Assets	\$1,671,299.32
xxxx	Revenue / Expenses	(\$1,392,162.80)
<b>TOTAL FUND EQUITY</b>		<b>\$229,386.52</b>

**TOTAL LIABILITIES AND FUND EQUITY** **(\$1,703,798.10)**

**Income Statement**  
**Custom**  
**09/01/2013 - 09/30/2013**  
**With Encumbrances**

**Fund:** District Filter: ILTexas  
**Function:** County/District: 057848  
**Object:**  
**Sub-Object 1:**  
**Organization:**  
**Fiscal Year:**  
**Program Intent:**  
**Sub-Object 2:**  
**Sub-Object 3:**  
**No Account Code Filter Applied**

		Budget	Actual		Percent
			09/01 - 09/30	FY to 09/30/2013	
<b><u>Revenues &amp; Other Sources</u></b>					
5744	Gifts&Bequests	(\$50,000.00)	\$0.00	\$0.00	0.00 %
5749	Local Rev	(\$25,000.00)	(\$41,758.16)	(\$41,758.16)	167.03 %
5751	Food Serv Act	(\$1,000,000.00)	(\$22,460.80)	(\$22,460.80)	2.25 %
5812	FSP Entitlements	(\$21,007,236.00)	(\$3,362,450.00)	(\$3,362,450.00)	16.01 %
5922	National School Lunch Program	(\$705,511.75)	\$0.00	\$0.00	0.00 %
<b>Total Revenues &amp; Other Sources</b>		<b>(\$22,787,747.75)</b>	<b>(\$3,426,668.96)</b>	<b>(\$3,426,668.96)</b>	<b>15.04 %</b>
<b><u>Expenditures &amp; Other Uses</u></b>					
6112	Salaries/Wages Sub Teach	\$76,875.00	\$55,472.50	\$55,472.50	72.16 %
6119	Salaries/Wages Teachers/Professional	\$10,455,650.00	\$912,528.57	\$912,528.57	8.73 %
6121	Extra Duty Pay/OT Support Persnl	\$150,000.00	\$0.00	\$0.00	0.00 %
6129	Salaries/Wages Sup Persnl	\$1,230,833.00	\$78,459.77	\$78,459.77	6.37 %
6141	SS/Medi	\$175,933.69	\$17,826.29	\$17,826.29	10.13 %
6142	Grp Hlth/Life Ins	\$1,117,442.00	\$18,850.00	\$18,850.00	1.69 %
6143	Workers'Comp	\$100,666.79	\$0.00	\$0.00	0.00 %
6145	Unemployment	\$70,038.33	\$0.00	\$0.00	0.00 %
6146	TRS	\$122,308.38	\$27,239.40	\$27,239.40	22.27 %
6149	Employee Benefits	\$0.00	\$6,800.00	\$6,800.00	
6211	Legal Services	\$90,000.00	\$0.00	\$0.00	0.00 %
6212	Audit Services	\$25,000.00	\$0.00	\$0.00	0.00 %
6219	Professional Services	\$0.00	\$7,152.31	\$7,152.31	
6249	Contracted Maint/Rpr	\$100,000.00	\$435.00	\$435.00	0.44 %
6254	Internet Services	\$0.00	\$450.57	\$450.57	
6257	Phone	\$120,000.00	\$3,171.21	\$3,171.21	2.64 %
6258	Electric	\$420,000.00	\$0.00	\$0.00	0.00 %
6269	Rentals-Op Leases	\$3,203,540.00	\$453,307.93	\$453,307.93	14.15 %
6299	Misc Contr Sev	\$3,077,853.60	\$185,499.60	\$185,499.60	6.03 %
6311	Fuel	\$0.00	\$163.00	\$163.00	
6319	Supplies M/O	\$0.00	\$4,287.76	\$4,287.76	
6321	Textbooks	\$0.00	\$6,420.24	\$6,420.24	
6329	Reading Materials	\$200,000.00	\$3,587.86	\$3,587.86	1.79 %
6339	Testing Materials	\$70,000.00	\$0.00	\$0.00	0.00 %
6395	Non Consumable	\$150,000.00	\$89,532.78	\$89,532.78	59.69 %

**Income Statement**  
**Custom**  
**09/01/2013 - 09/30/2013**  
**With Encumbrances**

		Budget	Actual		Percent
			09/01 - 09/30	FY to 09/30/2013	
6398	Discretionary Funds	\$62,475.00	\$0.00	\$0.00	0.00 %
6399	Gen Supp	\$192,525.00	\$129,712.39	\$129,712.39	67.37 %
6411	Travel-Emp	\$35,000.00	\$3,380.03	\$3,380.03	9.66 %
6419	Travel-Non-Emp	\$15,000.00	\$0.00	\$0.00	0.00 %
6429	Ins/Bond Costs	\$60,000.00	\$10,493.54	\$10,493.54	17.49 %
6499	Mis Op Costs	\$125,000.00	\$26,315.50	\$26,315.50	21.05 %
6523	Int on Debt	\$87,750.00	\$8,111.67	\$8,111.67	9.24 %
6599	Other Debt Fees	\$300,000.00	\$2,000.00	\$2,000.00	0.67 %
<b>Total Expenditures &amp; Other Uses</b>		<b>\$21,833,890.79</b>	<b>\$2,051,197.92</b>	<b>\$2,051,197.92</b>	<b>9.39 %</b>
<b>Total</b>		<b>(\$953,856.96)</b>	<b>(\$1,375,471.04)</b>	<b>(\$1,375,471.04)</b>	<b>144.20 %</b>
<b>Overall Totals</b>		<b>(\$953,856.96)</b>	<b>(\$1,375,471.04)</b>	<b>(\$1,375,471.04)</b>	





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### **Operations – August 2013 Board Report**

Chris Florance, Chief Operations Officer

#### **Facilities**

##### **A. Garland Elementary School / Garland Middle School.**

- \* We still have our TCO (Temporary Certificate of Occupancy).  
Work has been completed on the Separation wall between the School and the neighborhood to the north. All that is left is cleanup And landscaping. We should have the final inspection and Certificate of Occupancy in about 2 weeks
- \* All Technology has been installed. Fiber Internet connections are Up and running.
- \* Mechanical and Plumbing systems are still being adjusted.
- \* Operations is presently taking bids for System Maintenance Contracts.
  1. Mechanical
  2. Alarm systems
  3. Grounds maintenance

##### **B. Garland High School**

- \* Garland HS is still running on temporary Internet connections  
A Fiber system connection is scheduled for the 1<sup>st</sup> of November

##### **C. Arlington Elementary School**

- Arlington ES is still running on temporary Internet connections  
A Fiber system connection is Scheduled for the 1<sup>st</sup> of November.

##### **D. Arlington Middle School**

- Arlington MS is still running on temporary Internet connections.  
A Fiber system connection is scheduled for the 1<sup>st</sup> of November.



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- E. District Office. We are presently negotiating on several lease spaces  
For a district office. Our Arlington Satellite staff office is leased and  
Ready for occupancy.

Technology: C2M – Updates were included in the campus reports.

Food Service: Ms. Dorcas Simmons is our new director of Food Service.

\*Bill Longley and Dorcas Simmons are working to get Food  
Service up to speed including the review of all areas of  
Compliance for the Federal and State Governments.

\*The major issues at this point are simply claims reimbursement and  
Revolution food invoicing.

Security: Future Certified School Marshalls

\* All security officers are certified, previously State certified or Military  
Security trained.

\* We are still working on Uniforms. The first company, Cintas, we contracted with was  
unable to fulfill their contract. We are now considering other options.

Nurses: Our four Nurses are still with us.

\* We are working hard to get all Students aligned and entered into our Data  
Systems. This includes all required medical information. Instead of Hiring another nurse, we  
hired a medical data entry person.

Transportation: We have begun working on a potential cost effective bus service as a prototype to  
serve future transportation needs. We are gathering Data now.



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### Curriculum & Instruction

Update by Dr. Laura Carrasco, CAO/Dir. of Dual Language

**I. Language Proficiency Assessment Committee (LPAC)/English Language Learners:**

ILTexas' first LPAC meeting was held on 09/23/2013. Until the LPAC is going to need to make individual decisions requiring the discussion of individual students (such as language of STAAR testing, exiting), we will continue to hold district LPAC Meetings for identification of additional ELL students. Our next district LPAC meeting is scheduled for Monday, 11/04/2013. We currently have about 300 ELL students identified and entered into PEIMS. We have approximately 54 students awaiting LAS testing (to determine English oral language proficiency) and an additional 7 students awaiting MAP testing. Students in 2<sup>nd</sup> -10<sup>th</sup> grade who score high levels on LAS need their MAP scores to fall below the 40<sup>th</sup> percentile for LEP eligibility. LAS testing will take resume next week.

**II. Dyslexia/504:**

A brochure explaining our dyslexia program for our identified dyslexia/504 students is attached. John Paul Gonzalez, contracted dyslexia specialist, held training for our dyslexia facilitators on Monday, 10/07/2013. Second training will be held this Friday, 10/18/2013 at White Rock Hills Library in Dallas.

**III. Eduphoria Aware, Eduphoria Forethought & Eduphoria PDAS updates:**

We held our administrators training for these three components of Eduphoria on 09/30. After a much awaited debut, these three components are now up and running. Aware is a tool we'll use for generating of assessments, including district CSAs. On 10/01, we uploaded our curriculum (TEKS & ELPS) into the lesson planning component, Forethought. The Eduphoria PDAS is a tool used by principals and assistant principals to conduct walkthroughs and teacher evaluations.

**IV. Title I**

We have been laying the foundation in preparation for operating a school-wide Title I program (vs. Targeted Assistance). In preparation, we have received training, meet Region 10s Title I Shared Services Agreement/Cooperative consultants, and have been working on our campus needs assessments and Campus Improvement Plans (up for board approval). The ten required components include:



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1. Comprehensive needs assessment
2. Schoolwide reform strategies
3. Instruction by “highly qualified” staff
4. Quality, ongoing professional development
5. High-quality, highly qualified teachers
6. Increase parental involvement
7. Preschool transition
8. Making decisions about assessments
9. Effective, timely assistance
10. Coordination and integration of programs

### **V. Chinese & Spanish Programs:**

Both our Chinese and Spanish programs received large gains in instructional materials this month. Our Chinese teachers and students now have electronic textbooks, *Better Chinese*. Additionally, all of our students received an e-Chinese textbook online access. Our middle school and high school Spanish LOTE teachers and students received *Realidades* textbooks. Levels I, II, and III were purchased.

Our Chinese and Spanish Coordinators each conducted site visits at both divisions. We expect this will occur at least monthly, but likely more often for our Chinese Coordinator providing guidance for our elementary Chinese teachers as well as our secondary Chinese teachers.

### **VI. Journeys and Senderos and Everyday Math:**

Every teacher and student in our six elementary grade levels (K-5) now has access to the majority of our reading adoption (Journeys and Senderos) and math adoption (Everyday Math) materials. Both of these are school-wide adoptions. Teacher Leads from each grade level or designee received training to bring back to their teams for both of these instructional materials.



### What is Dyslexia?

People are born with dyslexia, a specific disability. The term dyslexia means difficulty with words. It is difficulty with reading, spelling and writing. It is unexpected in relation to other areas of mental abilities and good teaching. There may also be problems with reading comprehension and vocabulary. Dyslexia often comes with one or more other learning problems as well, including trouble with math, auditory processing, organizational skill, and memory.

### What Causes Dyslexia?

The exact cause of dyslexia is still not known; however, studies that have used pictures of the brain show that there are differences in the way the brain of a dyslexic person develops and works. Dyslexia occurs in people from all backgrounds and can run in families. It is very common for a dyslexic parent to have children who are dyslexic.

# International Leadership of Texas

## Recommended Websites

- ✚ IDA International Dyslexia Association  
<http://www.interdys.org>
- ✚ Branch Dallas of IDA  
<http://www.dbiba.org/>
- ✚ ALTA  
Academic Language Therapy Association  
<http://www.altaread.org>
- ✚ Schwab Learning  
(learning disabilities website)  
<http://www.schwablearning.org>
- ✚ Dyslexia Parent Resource  
<http://www.dyslexia-parent.com>



# International Leadership of Texas

*A Parent's Guide to Dyslexia*

**International Leadership of Texas**  
[www.ILTexas.org](http://www.ILTexas.org)

## Characteristics of Dyslexia

Few people exhibit all the signs of dyslexia, but a person with dyslexia usually has several of these characteristics.

### Oral Language

- May talk later than most children
- Difficulty pronouncing words
- Difficulty following directions
- Confusion with before/after, right/left, etc.
- Difficulty learning the alphabet, rhymes of songs

### Reading

- Difficulty learning to read, rhyming words, letter ID and sounds
- Difficulty naming letters quickly
- Misreading or omitting common short vowel words like “to” “of”, and “the”
- May have difficulty with reading comprehension
- Slow oral reading

### Written Language

- Difficulty putting thoughts on paper
- Many spelling errors
- May do well on weekly spelling tests, but may have difficulty with spelling on a daily work

### Other common signs that occur with dyslexia

- Difficulty memorizing lists and facts
- Needs to see or hear concept many times
- Downward trends on achievement test score or school performance
- Inconsistent school work

## How is dyslexia treated?

Dyslexia cannot be cured: however, with good instruction, students can achieve success. The instructional program ILTexas offers will be given in a small group setting and include reading writing and spelling. The instructional interventions ILTexas will provide are:

- Intensive-given at least 4 days a week
- Explicit-skills are directly taught and modeled
- Systematic, structured, and cumulative-concepts are complex; concepts, are continually reviewed, and
- Multisensory- reading, writing, speaking and listening are linked together

International Leadership of Texas will provide the following programs that utilize these instructional strategies and meet all of the components of instruction as outlined in The Texas Educational Dyslexia handbook:

Elementary: Scottish Rite Dyslexia Training program, with multisensory lessons which address phonemic awareness, phonics, fluency, vocabulary, and reading comprehension.

Secondary: Scottish Rite Literacy Program, developed specifically to teach middle and high school students also provide a multisensory approach. The multisensory lessons are designed to teach alphabet and dictionary skills, new concepts, reading, handwriting, spelling, listening and reading comprehension.



## Can students with dyslexia have accommodations at school?

Yes, a student with dyslexia may need the assistance of classroom accommodations in order to be successful. An instructional accommodation is a change in the way a teacher presents information, has students practice new skills, and/or tests students so that every student has a chance to succeed. The most common accommodations that students with dyslexia need are extended time for reading and writing tasks as well as not penalizing a student for spelling errors on writing assignment when there was no editing time given. Additionally, students can receive accommodations on state assessments.

### Resources for Parents

- [Parenting a Struggling Reader](#)
- [Straight talk about Reading](#) by S Hall and L. Moats
- [The Myth of Laziness](#) by Melvin Levine
- [Words Failed Me](#) by Priscilla Vail

### Resources for students

- [Thank You, Mr Faker](#) by Patricia Polacco



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## Special Education Board Report

Prepared and Submitted by Deborah Vyborny, Interim SpEd Director

October 16, 2013

School	Number of Sped Students	Total Enrollment	Percentage of Sped Students
GES	42	852	.049
GMS	29	404	.071
GHS	10	153	.065
AES	25	805	.031
AMS	17	297	.057
<b>District</b>	<b>123</b>	<b>2509</b>	<b>.049</b>



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Angela Moran  
Director of Development and Community Relations

### **Development**

*Individual sponsors:* In transition.

*Corporate sponsors:* In transition.

*Competitive Government Grants:* In transition

*Grant Writing:*

Foundation	Amount	Status	Notes
Harold Simmons	\$23,000.00 and \$32,682.64	Denied	Reason Unknown
Ed Rachal	\$50,000.00	Awarded	Curtis Donaldson and John White connections
TI	\$42,000	Denied	Reason Unknown
Hoblitzelle	\$23,000.00 and \$32,682.64	Denied	Paul Harris stated that Hoblitzelle does not fund schools outside Dallas City limits.
Hoglund	\$100,000.00 (athletics)	In progress	Spoke with Sandy (ED Admin) and was told that Hoglund does not normally give to schools outside Dallas City limits unless there is a personal connection to a Board Member. Sandy is willing to meet with me and give ILTexas handout to Board Members.
Ed Rachal	\$90,000	Awarded	Curtis Donaldson and John White connections.
TI Foundation	\$42,000	Unknown	No update at this time.

### **Community Relations**

*Event Planning:* In transition

*Media Coverage:* In transition

*Media Reporting:* In transition





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## **Technology & Testing – October 2013 Board Report**

Joyce Wheeler, Director of Technology & Testing

### **Technology**

Gym AV system – will be completed Friday, October 18<sup>th</sup>.

Determining best choice for tablets in grades K-3. It was determined that the Samsung Android tablets do not allow us to use the student management system. We have found an alternative management system, but it will cost \$50 per device to install. We are looking at different devices to lower the cost.

Study Island has been set up at 4 campuses: Arlington ES and all of Garland. Campuses will receive training on October 22<sup>nd</sup>.

Measuring Up has been implemented at Arlington MS.

### **Testing**

No new information regarding State and National testing since last board meeting. End of Course retests take place in December.

Local Assessments - Common Assessments were given this six weeks. Faced some glitches with Eduphoria-Aware program used to create tests and analyze data. CSA writers will reconvene to review the remaining common assessments. Teachers may now use Aware to create local tests to analyze data within their own classes.

Online Map testing window for fall ends November 30, 2013. Each campus has set a schedule to administer these adaptive tests that produce a measurement of growth and achievement.



# International Leadership of Texas

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## International Leadership of Texas Elementary School – Arlington Division

Prepared and Submitted by Elizabeth Lawlor, Principal

### October Board Report – Elementary School Report

#### I. Status of Hiring

# of Positions	Positions Filled	% Hired
65	62	95%

Fifth Grade	
ELA Reading	Tammy Janzen
SLA Lectura	Gustavo Salcido
Mathematics	Monica Gordon
Matematicas	Ity Ponce
Science/Lead	Elizabeth Maddox
Ciencias	

Fourth Grade	
ELA Reading	Gladys Buffone
SLA Lectura/Lead	Monica Balderas
Mathematics	Rebecca Colbert
Matematicas	Jessica Glenn
Science	Katelyn Maxwell
Ciencias	

Third Grade	
ENG Lead	Tammie Davis
ESP	Maria Cruz
ENG	Valerie Rimmer
ESP	Amy Jaramillo
ENG	Carlotta Hankson-Stiggers
ESP	Marjolaine Mahoney

Second Grade	
ESP Lead	Gabriela Hernandez
ENG	Maria Pettiford
ESP	Melina Hernandez
ENG	Laura Elmousa
ESP	Eneida Cruz
ENG	Winifred Willis
ESP	Rosa Gonzalez
ENG	LaShon Poitier

First Grade	
ESP Team Lead	Viridiana Guardado
ESP	Susana Montoya
ESP	Linette Merced
ESP	Jacqueline Dominguez
ENG	Daphne Rogstad
ENG	Katrina Del Prado
ENG	Alycia Halla
ENG	Victoria Swaney

Kindergarten	
ESP Team Lead	Jahzeel Chavez
ENG	Latrenda Rush
ENG	Amanda Jonkers
ENG	Lisa Warren
ESP	Marta Colon
ESP	Laritza Rodriguez
ESP	Lisbeth Koonce
ENG	Mireya Ortega



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Enrichment	
Art	Renata Saldana
Theater	Lindy Weiss
Music	Brian Fratto
PE	Kevin McLendon
PE	Lauren McCreight
PE	Cindy Pyron
PE	Christina Ledesma
Chinese	Yin Kun Portia
Chinese	Huaya Sun Rain
Chinese	*(Fungshen Gao)

Administration/Student Support	
Principal	Elizabeth Lawlor
Assistant Principal	Graham Bartlett
Admin Assistant	Lina Alarcon
Counselor	Pat De La Rosa
Receptionist	Teresa Rodriguez
Instructional Asst.	Judy Beigle
Instructional Asst.	Maria Brieman
Instructional Asst.	Ana Ramirez
Instructional Asst.	Mary Komuntale
SPED Teacher	Chams Chamri

**Substitute Teachers:** Currently **3** long term subs for **1** Chinese teacher awaiting visas and **2** bilingual science teachers for 4<sup>th</sup> and 5<sup>th</sup> grade to replace **2** Mexican teachers unsuccessful in securing visas.

### Operations

**Nurse:** Courtney Hopkins **School Marshall:** Steven Beasley **Food operation Clerk:** Claudia Al-Akramawi

### II. Current Enrollment

Arlington	Confirmed	Pre-enrolled	Total Grade Level	Open Seat	Waitlist
<b>K</b>	141		144	3	176
<b>1</b>	143	1	144	0	78
<b>2</b>	135		144	9	60
<b>3</b>	134	2	144	8	58
<b>4</b>	118	1	144	26	38
<b>5</b>	134	1	144	9	48
<b>Total</b>	<b>805</b>	<b>810</b>	<b>864</b>	<b>54</b>	<b>458</b>



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### **III. Recruiting**

- *New and potential new families receiving school information and facility tours.*
- *We are not managing an accepted list. Families go from waiting list to confirmed to increase enrollment in a more efficient manner.*
- *38 New students have joined in the last month.*
- *Teachers are conducting Parent-Teacher Conferences, they will be meeting with parents throughout the month of October.*
- *Teachers working on setting up grade level websites to provide information to parents on Scope & Sequence, class and homework assignments and to share grade level information.*

### **IV. School News**

- Interviewing potential candidates for 4<sup>th</sup> & 5<sup>th</sup> grade bilingual science teachers.
- Interviewing potential candidates for Office Clerk position.
- Interviewing potential candidates for substitute teacher positions. Still particular need for bilingual subs.
- Several K-5 teachers attended training for Everyday Math and Journeys ELA programs.
- Hispanic Heritage Month September 15 - October 16 teachers working on activities in the classroom and are preparing for a school wide presentation October 16<sup>th</sup>. Dr. Carrasco spoke with our 3<sup>rd</sup>-5<sup>th</sup> grade students about her Hispanic heritage during our October 2<sup>nd</sup> assembly.
- Elementary PTO elections will take place October 22<sup>nd</sup> for PTO positions. Several dedicated volunteers are working to make this happen.
- The Parent-School Event on Thursday September 19<sup>th</sup> at McDonalds Green Oaks & I 20 was a great success, parent, grandparents, students, teachers and administration enjoyed an evening together.



## International Leadership of Texas

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### September 16<sup>th</sup> Board Meeting – High School Report

#### I. Status on Hiring

# of Positions	Positions Filled	% Hired
27	27	100%

#### II. Current Enrollment

Garland	Enrolled	Recently Applied	Open Seats
9	88	5	56
10	64	7	80
<b>Total</b>	<b>152</b>	<b>12</b>	<b>136</b>

#### III. Enrollment

- \$100 Eagle Bucks per high school student
- Eagle Bucks can be used towards their uniform or Chromebook
- Weekly school tours for prospective parents/students

#### IV. Announcements

- Volleyball Lady Eagles are 5 and 1!
- Thursday, October 17<sup>th</sup> – Basketball Tryouts
- Tuesday, November 5<sup>th</sup> – PTO Meeting
- *Eagle Eye* Newsletter – In Progress
- We have 5 cheerleaders and 1 yell leader!

#### V. Student Events

- Wednesday, October 16<sup>th</sup> – PSAT testing
- Wednesday, October 16<sup>th</sup> – Show Choir Auditions
- Monday, October 28<sup>th</sup> – Progress Reports Issued
- 1<sup>st</sup> Pep Rally is in progress
- “Homecoming” dance is in progress



**International Leadership of Texas  
Garland Elementary School**

**2013-2014**

**Campus Improvement Plan**

**International Leadership of Texas**



*The Campus Improvement Plan directly supports the ILTexas Mission...*

**The mission** of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

**School Support Team/ Campus Advisory Council (CAC)  
Current Membership**

<b>School Support Team Members</b>	<b>Name</b>
Parent	Tina Garcia
Professional Staff Member	Angela Marcellus
Professional Staff Member	James Holmberg
Professional Staff Member	Tamara Jeffery
Professional Staff Member	Vicente Ruiz-Nava
Classified Staff Member	Debbie Renteria
Business/Community Representative	Thuan Huynh
Community Representative	Maria Garcia



## ACTION PLAN TO ADDRESS CAMPUS-IDENTIFIED GOALS /NEEDS



**Goal I:** International Leadership of Texas - Garland Elementary School will be an *Exemplary* campus that ensures success for all students (Title I School-wide Component 2, 8, 9, 3).

*SP: Curriculum and Instruction: 1-A, 1-C, 1-D, -1E, V-B, V-C, VII-A*

**Goal Area:** Academic Growth

**Objective:** To develop a baseline in all populations for STAAR

**Summative Evaluation:** STAAR, STAAR M, RPTE, TPRI, Tejas LEE, MAP special program annual evaluations

	Performance Strategies	Target Group	Staff Accountable	Timeline	Resources	Funding Source	Formative Evaluation
a.	Perform one test-taking activity weekly in all classrooms. Provide opportunities for employing test-taking strategies regularly.	All students	Teachers Administration Counselor	Weekly			Benchmark STAAR results Six Week assessment
b.	Analyze STAAR results by administrators, counselor, grade levels, and administrators, using six week assessments and benchmarks.	All students	All Staff	Each six weeks	Testing Coordinator Teachers Principal		Success on objectives targeted
c.	Ensure participation of all students in reading activities, such as library, Dyslexia Program, SPED, computer activities, such as Study Island and Accelerated Reader.	All students	Librarian Dyslexia and SPED Teachers Homeroom Teachers	Weekly	Local technology funds	Title I	Number of students involved in programs
d.	Support LEP students with academic strategies so that 100% score advanced on RPTE and 100% pass STAAR in 3 <sup>rd</sup> - 5 <sup>th</sup> grades.	ESL Students	Classroom Teachers	Six weeks			Six Week assessments
e.	Ensure all students will meet criteria for No Child Left Behind (NCLB).	All students	All Staff	Semester			NCLB results
f.	Attract highly qualified teachers.	All teachers	All Staff	As needed	Job Fair Applicant pool		All teachers are highly qualified





**Goal I-A:** International Leadership of Texas - Garland Elementary School will be an *Exemplary* campus that ensures success for all students.

**Goal Area:** Academic Growth

**Objective:** To identify At-risk students, Special Education, 504, Dyslexia

**Summative Evaluation:** STAAR, STAAR-M, TPRI, Tejas LEE, MAP special program annual evaluations,

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Disaggregate student data to identify at risk students. Develop individual student plans and conference with parents.	At-risk students	Classroom Teachers Administrative Team	Each 6 weeks	Assessment Coordinator Parents Intervention Team		Students identified Objectives developed
b.	Utilize TPRI and Tejas LEE to target developing areas in K, 1, and 2.	K-2 students	Classroom Teachers Reading Specialists	October 2013 January 2013 May 2014	Reading Teachers TPRI Kits		TPRI results
c.	Support LEP students so that all students increase mastery of English in both speaking and written language.	LEP, ESL Istudents	Regular Education Teachers Bilingual Teachers	Weekly	LPAC Committee Bilingual Coordinator		Percent of fluent English speakers and ESL increase
d.	Teach test taking strategies as appropriate to ensure the success of STAAR and STAAR-M for SPED students	Special Education students	Special Education Teachers Regular Education Teachers	Weekly	Special Education teacher Classroom teachers		Growth on STAAR and STAAR-M
e.	Identify students who need intervention and assistance from Dyslexia Specialist or Special Education.	At-risk students	SST Special Education Teachers Classroom Teacher	Monthly	SST Process Scottish Rite Program		Number of intervention plans, IEP's Progress reports
f.	Provide services by qualified personnel to	Special	Director, Special Education	Daily	Special		Number of students



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
	all eligible students with disabilities.	Education students	Diagnostician Psychologist (LSSP) Teachers Counselor SPED Teachers Administrators SST Team Contracted OT/PT		Education staff  Regular Education Teachers  Contracted Personnel		meeting level of proficiency of STAAR and STAAR M Tests  Number of students showing growth in their area(s) of need
g.	Ensure identification and services for 504 and dyslexia students through the following: <ul style="list-style-type: none"> <li>• Update training in 504 for all faculty and staff;</li> <li>• Referral procedures;</li> <li>• Modification/accommodations;</li> <li>• Tutoring</li> <li>• Counseling;</li> <li>• Parent conferences;</li> <li>• Screening for dyslexia;</li> <li>• SST Meetings.</li> </ul>	At-risk students	504 Coordinator Principals Dyslexia Teacher SST Team	Daily	504-Dyslexia Coordinator  Dyslexia Teacher  SST Team  Region 10 training		Staff development, calendar, agendas, sign in sheets  504 minutes, referral log Lesson plans
h.	Provide opportunities for aides to become highly qualified to meet the requirement of NCLB.	Teacher aides	Principal Region 10 Central Office Staff	May 2014	Release time Region 10	Title II, Part A	Number of certified aides  Professional development records



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
i.	Update CIP training based on CIP components: <ul style="list-style-type: none"> <li>• Initial evaluations;</li> <li>• Least restrictive environment;</li> <li>• Related services;</li> <li>• Time lines for re-evaluation;</li> <li>• Transition.</li> </ul>	All staff	Director, Special Education Principal	February 2014	Special Education Director Administration		Sign-in sheets
j.	<ul style="list-style-type: none"> <li>• Utilize Map to target developing areas in 3<sup>RD</sup>, 4<sup>TH</sup>, 5<sup>TH</sup> GRADES</li> </ul>	At-risk students	Principal Classroom teachers	October 2013 January 2014 May 2014	MAP Assessment Program from NWEA	Local Funds	Assessment Scores



**Goal II:** International Leadership of Texas – Garland Elementary School will provide a well-balanced curriculum that meets the needs of all students (Title I School-wide Component 2, 3, 8).

**Goal Area:** Curriculum

**Objective:** To provide all students the opportunity for additional assistance through a variety of programs

**Summative Evaluation:** STAAR, STAAR-M, TPRI, Tejas LEE, MAP, special programs annual evaluations

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Schedule bi-weekly tutoring in appropriate grade levels after examining assessment and performance data	Identified students	Teachers Administrators	October 2013 – May 2014	Instructional and re-teaching materials		Progress reports 6 week assessment results STAAR results
b.	Daily intervention during the school day for at-risk students.	Identified students	All Staff	September 2013 – May 2014	Teachers Instructional Materials		STAAR results 6 Week assessment results Teacher observation TPRI / Tejas LEE data DRA data, MAP data
c.	Meet technological needs of students through updated computer software and classroom projects.	All students	Teachers Librarian Teacher Techs District Tech Coordinator	Daily	Chromebooks Computer Lab Technology funds C2M	Local funds Technical support	Student products Student Tech skills
d.	Utilize ILTexas curriculum (Kilgo) to address all TEKS in each subject area.	All students	Teachers Administration	Daily	Report cards 6 week assessments		STAAR results 6 Week assessments Academic grades
e.	Provide computer enhanced instruction for kindergarten students.	Kindergarten students	Kindergarten Teachers Principal	Daily	Table computers	Title I, Part A	TPRI/Tejas LEE results DRA results
f.	Improve identification, placement, and services for ESL • Conduct LPAC training meetings;	ESL/ Bilingual students	ESL Coordinator Teachers	Monthly	Bilingual Teachers		Assessment results Language Proficiency ratings





**Goal III:** International Leadership of Texas – Garland Elementary School will provide professional development enabling teachers to increase test scores and provide an enriched curriculum (Title I School-wide Component 4, 2, 8).

**Goal Area:** Staff Development

**Objective:** To target student needs

**Summative:** To provide timely assistance in identifying students' individual needs

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Focus campus-based staff development on Team Building, Student Engagement, Student Success and Technology.	All staff All students	Administration Teachers	Monthly	District training Region 10 State conferences	Local funds	Staff input on strategies Staff development evaluations Student data
b.	Ensure teacher attendance at workshops that target specific student needs.	At Risk ESL Special Education	Team Leaders Principal	Fall 2013 and Spring 2014	Region 10 Staff development PDC (RISD)		Teacher participation
c.	Ensure vertical articulation across grade levels by using ILTexas (Kilgo) curriculum.	All students	Administration Teachers	Monthly	Teachers' release time		Number of meetings scheduled
d.	Target TPRI, Tejas Lee, MAP and DRA results in reading.	K-5th grade students	Administration Teachers	Weekly	Staff development Grade level meetings		TPRI/Tejas LEE results DRA results MAP results
e.	Disaggregate and analyze MAP, 6 week assessment and TPRI/TEjas LEE data to target at-risk students in specific objectives in reading, writing, science and math.	All students	All Staff	October 2013 January 2014 May 2014	Testing Coordinator TPRI 6 Week assessments		TPRI/Tejas LEE results STAAR results Noted academic growth
f.	Provide Teachers Observing Teachers (TOT) by visiting different grade levels, team	All students	Teaching Staff Campus Administration	Monthly	Release time Subs		Number of teachers participating



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
	teaching, and sharing ideas in other grade levels including ESL/BIL and SPED.						
g.	Conduct faculty book studies.	All staff	Administration Teachers	Spring 2014	Books for study	Local funds	Increased student engagement Increased staff engagement







**Goal V:** International Leadership of Texas - Garland Elementary School will provide a positive learning environment to enhance student success (Title I School-wide Component 2, 9, 6).

**Goal Area:** School Climate

**Objective:** Low discipline referral baseline

**Summative Evaluation:** To provide a safe and orderly school climate conducive to learning

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Ensure that school wide discipline, goals, rewards, and consequences are reviewed and implemented by staff.	All students	All Staff	Monthly	Rewards Teachers Region 10 (Training)	Student Activity funds	Rules posted in classrooms Conduct grades Reviewed during Morning Meeting
b.	Send a back-to-school letter to parents outlining classroom rules and reward systems, violence prevention and the plan for a school-wide "Bully" education program (violence prevention).	All students	All Teachers All Staff	August 2013			Post on website Letters
c.	Promote leadership traits in students through Peer Mediators, Student Council, and Safety Patrol.	Students	Principal Teachers Counselor Assistant Principal	Daily			Number of students involved noted programs Leadership projects
d.	Implement cafeteria etiquette with an employee, develop a reward system for classrooms each 6 week, and have the teachers enforce the rules in classrooms.	All students	All Staff	Daily			End of year Staff observation
e.	Continue the Chick-Fil-A program, to emphasize and teach character traits such as respect, effort, caring, courage, cooperation, and honesty.	All students	Counselor	Monthly		Chick-Fil-A Spririt Nights	Lessons focused on monthly traits Student behaviors/ interactions



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
f.	Increase parent and community involvement: <ul style="list-style-type: none"> <li>• Volunteers;</li> <li>• PTO (families);</li> <li>• Open House;</li> <li>• Parent conferences;</li> <li>• Newsletters;</li> <li>• Guest speakers;</li> <li>• Programs</li> <li>• Extra-curricular activities (clubs, Family Nights, Fall Carnival).</li> </ul>	Families Community	Principal PTO All Staff	Monthly		PTO funds General Budget	Sign-in sheets Newsletters Other publications Parent surveys Student surveys Staff surveys Volunteer hours
h.	Promote business/community involvement through campus committee membership.	Parents Business partners	Principal PTO Teachers	Fall 2013 and Spring 2014	Principal CIP document		Business/community participation Record of meetings Community input
i.	Implement and embed Athlos Character traits in every aspect of the school	All students	Counselor Teacher	Monthly			Cumulative record of students receiving awards Conversation Student interactions



**Goal VI:** International Leadership of Texas - Garland Elementary School will provide a positive learning environment to enhance student success (Title I School-wide Component 2, 6, 9, 10).

**Goal Area:** School Climate

**Objective:** Ensure student attendance at 97% or above

**Summative Evaluation:** To meet or exceed the standard for student attendance

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Provide classroom incentives for attendance. Investigate ways to reduce tardies.	All students	All Staff	Monthly			Exceed classroom attendance above 97%
b.	Award perfect attendance at awards ceremonies.	All students	Principal Assistant Principal Teachers	Each 6 Weeks		Business donations Local funds	Assess percentage of perfect attendance
c.	Monitor attendance on daily basis: <ul style="list-style-type: none"> <li>• Parent notification;</li> <li>• Telephone calls;</li> <li>• Letters;</li> <li>• Computerized attendance reports;</li> <li>• Counseling;</li> <li>• Home visits.</li> </ul>	All students	Principal Assistant Principal Counselor Attendance Clerk Teachers Community Liaison	Daily Monthly	Attendance Clerk JR3/Websmart Community Liaison		Attendance reports ADA reports



**Addendum**  
**Title I (NCLB) Reference to CIP**  
**Ten Components of Schoolwide Programs**

	Required Component	Evidence of Component	Reference Page or Activity in CIP
I.	<b>Comprehensive Needs Assessment:</b> A comprehensive needs assessment of the entire school that is based on information which includes the achievement of children in relationship to meeting the state academic content standards (TEKS) and state student achievement standards (STAAR)	<b>Success on targeted objectives, 6 Week Assessment, Report Card data, STAAR Data, TPRI/Tejas Lee, MAP data</b>	<b>Pages 3-9 of 17</b>
II.	<b>Schoolwide Reform Strategies:</b> Schoolwide reform strategies that provide opportunities for all children, particularly low-achieving children (examples)	Student participation in reading activities RPTE scores, TPRI/Tejas Lee results	Pages 3-6 of 17
III.	<b>Provision for Highly Qualified Staff:</b> All schoolwide programs must provide for instruction by a highly qualified professional staff. (What makes your teachers highly trained?)	Only teachers identified by the state as “Highly Qualified” are hired (applicant pool). Release time, Staff Development, training at Region 10	Page 3-5 of 17 Page 9 of 17
IV.	<b>Provision for Professional Development:</b> Provide high quality and ongoing professional development (examples)	Campus Based staff development, Teachers observing Teachers, Region 10, state conferences, district training	Page 3-5 of 17 Page 9 of 17
V.	<b>Strategies to Attract High Quality Teachers:</b> Strategies to attract high quality and highly qualified teachers. Address both indicators.	Professional growth opportunities, team building, low teacher-student ratio, abundant resources	Page 5 of 17
VI.	<b>Strategies for Increasing Parental Involvement:</b> Strategies for increasing parental involvement for the purpose of increasing student success and in the decision-making process of schoolwide programs	Provide opportunities for involvement, ask for input, tap into parent strengths, utilize parents as partners	Pages 11-13 of 17
VII.	<b>Plans for assisting preschool children to the local elementary school programs</b>	Connect with community members/siblings of current students	Page 14 of 17
VIII.	<b>Measures to include teachers in decisions regarding the academic assessments to improve individual students and overall schoolwide program</b>	IEP’s, GPC decisions, ARD’s, SSI, SST meetings	Pages 3-7 of 17 Pages 9-10 of 17
IX.	<b>Activities to ensure the success of students who are experiencing difficulty in mastering proficient or advanced levels of achievement as defined in <i>No Child Left Behind</i></b>	Extended day learning opportunities – remediation and extension activities, SST meetings, disaggregation of data, provide necessary services	Page 3-7 of 17 Page 9-10 of 17
X.	<b>Coordination and integration of federal, state and local services, programs and funding sources (examples)</b>	Title I and Title III Funds Local Funds,	Page 3 of 17 Page 5-8 of 17 Page 11-13 of 17



**APPENDIX A**  
**Highly Qualified Teacher Recruitment and Retention Plan**

Area 1: Increase percentage of highly qualified (HQ) teachers to meet and/or maintain 100%. Strategies (check all that apply, but check at least one):

<input checked="" type="checkbox"/>	Work with staffing coordinator, identify staff not meeting HQ standards
<input checked="" type="checkbox"/>	Notify staff of deficit area(s)
<input checked="" type="checkbox"/>	Agree with staff on appropriate ways to meet the standard
<input checked="" type="checkbox"/>	Provide adequate time for staff to attend trainings and/or take needed exams
	Other:

Area 2: Attract and retain HQ teachers. Strategies (check all that apply, but check at least one):

<input checked="" type="checkbox"/>	Participate in district-sponsored job fairs
<input checked="" type="checkbox"/>	Participate in recruiting trips
<input checked="" type="checkbox"/>	Provide mentors to first and second year teachers
<input checked="" type="checkbox"/>	Offer high-quality professional development
<input checked="" type="checkbox"/>	Provide leadership opportunities for teachers
<input checked="" type="checkbox"/>	Provide a stipend for shortage areas
	Meet on a regular basis with new teachers to review needs/issues
	Other:



## APPENDIX C

### Additional NCLB Requirements

#### Parent Notice

By the date required by the Texas Education Agency, all parents will be informed of individual student academic assessment results and AYP status via letters sent home in both English and Spanish. Assistance to families seeking choice and/or SES options will be provided. Student assessment results will be shared with parents in both English and Spanish whenever possible.

#### Support

This Campus Improvement Plan was developed collaboratively with School Support Team/ Campus Advisory Council members and central office support. The district is committed to providing the campus support in school improvement efforts. Support includes but is not limited to:

Guidance, Leadership, and Monitoring

Compliance and Fiscal Monitoring as per Section 1120A

Data Analysis

Curriculum and Benchmark Data, Professional Development

Professional Development and Support in Determining Student Needs

Parental Involvement Planning and Training Opportunities

Superintendent

CFO

Dir. of Testing/Technology

CAO

CAO/Dir. of DL & Dir. of Special Education

Dir. of Development/Community Relations/

Community Liason

#### Evaluation and Outcomes

The ultimate goal for this plan is to significantly improve student achievement for all students, including those served in special programs. The principal, School Support Team, and campus staff will monitor action plans and strategies on a regular basis to determine the level of implementation and the effectiveness in bringing about desired student outcomes. These outcomes target closing any disparity in achievement levels among student groups. Strategies, if successful, will create a positive learning environment in which all students are actively engaged in a challenging meaningful curriculum, based on TEKS. Outcomes of Data Days (end of six week grading periods) will guide this and future CIPs.



## International Leadership of Texas

ILTexas.org 3301 N. Shiloh, Garland, TX 75044 Tel: (888) 579-8981

### ILTexas Middle School – Garland Division

#### Current Enrollment

October 15, 2013

<i>Garland MS</i>	YTD Enrolled	YTD Withdrawals	Total	Open Seats
6	147	6	141	3
7	143	7	136	8
8	129	5	124	20
	419	18	<b>408</b>	31

- Shadowing opportunities for students Monday -Friday
- Office open for enrollment Monday – Saturday
- Accepting applications

#### Staffing

- 100% complete in Staffing
- Waiting for AESOP

#### Community/ Parent Outreach

- Announcements -Website/Facebook/School Messenger system
  - gms.iltexas.org
- Watch D.O.G.S.
- Parent Teacher Night, October 10
- PTO Meeting, October 10
  - Fall Social Event, November 15
- Book Fair October 15-18

#### Other News

- Great turnout in Homework Academy
- Athletic Events- VV 10-1 record with 3 remaining games
- Academic clubs began October
- Chromebooks- Edmodo/ebooks/Study Island
- Parents can now access to parent portal



International Leadership of Texas

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## **ILTEXAS – Garland Elementary**

### **Board Report**

**Wednesday, September 16, 2013**

**Prepared and Submitted by Angela Marcellus, Principal**

#### A. Instructional Materials

- Students have received their Chromebooks and thrive with their utilization of this device
- Textbooks and testing materials continue to arrive

#### B. Enrollment

- We have the following open seats out of 888:
  - Kindergarten – 1
  - 1<sup>st</sup> Grade – 2
  - 2<sup>nd</sup> Grade – 0
  - 3<sup>rd</sup> Grade – 11
  - 4<sup>th</sup> Grade – 11
  - 5<sup>th</sup> Grade – 6
- $857/888 = 97\%$  Enrollment

#### C. Assessment

- 6 Week Assessments (CSA's) have been taken and scored
- Data from CSA's was reviewed on Data Day, 10/7/13
- TPRI/Tejas Lee currently being administered to K-2<sup>nd</sup> grade students
- MAP tests will begin soon in grades 3<sup>rd</sup>-5<sup>th</sup>
- 1<sup>st</sup> 6 Weeks report cards went home with students on Friday, October 11

#### D. Parent Communication/Outreach

- Parent/Teacher Conferences are being held this week
- Tuesday, 10/5 – Late night for conferences and the Scholastic Book Fair
- Fall Festival will take place this Saturday, October 19 from 2:00-5:00 p.m.
- Chick-Fil-A Spirit Night scheduled for Monday, October 22 at the Chick-Fil-A on North Garland Road
- Average Daily Attendance Rate is approximately 97.99%





**International Leadership of Texas  
Garland Elementary School**

**2013-2014**

**Campus Improvement Plan**

**International Leadership of Texas**



*The Campus Improvement Plan directly supports the ILTexas Mission...*

**The mission** of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

**School Support Team/ Campus Advisory Council (CAC)  
Current Membership**

<b>School Support Team Members</b>	<b>Name</b>
Parent	Tina Garcia
Professional Staff Member	Angela Marcellus
Professional Staff Member	James Holmberg
Professional Staff Member	Tamara Jeffery
Professional Staff Member	Vicente Ruiz-Nava
Classified Staff Member	Debbie Renteria
Business/Community Representative	Thuan Huynh
Community Representative	Maria Garcia



## ACTION PLAN TO ADDRESS CAMPUS-IDENTIFIED GOALS /NEEDS



**Goal I:** International Leadership of Texas - Garland Elementary School will be an *Exemplary* campus that ensures success for all students (Title I School-wide Component 2, 8, 9, 3).

*SP: Curriculum and Instruction: 1-A, 1-C, 1-D, -1E, V-B, V-C, VII-A*

**Goal Area:** Academic Growth

**Objective:** To develop a baseline in all populations for STAAR

**Summative Evaluation:** STAAR, STAAR M, RPTE, TPRI, Tejas LEE, MAP special program annual evaluations

	Performance Strategies	Target Group	Staff Accountable	Timeline	Resources	Funding Source	Formative Evaluation
a.	Perform one test-taking activity weekly in all classrooms. Provide opportunities for employing test-taking strategies regularly.	All students	Teachers Administration Counselor	Weekly			Benchmark STAAR results Six Week assessment
b.	Analyze STAAR results by administrators, counselor, grade levels, and administrators, using six week assessments and benchmarks.	All students	All Staff	Each six weeks	Testing Coordinator Teachers Principal		Success on objectives targeted
c.	Ensure participation of all students in reading activities, such as library, Dyslexia Program, SPED, computer activities, such as Study Island and Accelerated Reader.	All students	Librarian Dyslexia and SPED Teachers Homeroom Teachers	Weekly	Local technology funds	Title I	Number of students involved in programs
d.	Support LEP students with academic strategies so that 100% score advanced on RPTE and 100% pass STAAR in 3 <sup>rd</sup> - 5 <sup>th</sup> grades.	ESL Students	Classroom Teachers	Six weeks			Six Week assessments
e.	Ensure all students will meet criteria for No Child Left Behind (NCLB).	All students	All Staff	Semester			NCLB results
f.	Attract highly qualified teachers.	All teachers	All Staff	As needed	Job Fair Applicant pool		All teachers are highly qualified



**Goal I-A:** International Leadership of Texas - Garland Elementary School will be an *Exemplary* campus that ensures success for all students.

**Goal Area:** Academic Growth

**Objective:** To identify At-risk students, Special Education, 504, Dyslexia

**Summative Evaluation:** STAAR, STAAR-M, TPRI, Tejas LEE, MAP special program annual evaluations,

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Disaggregate student data to identify at risk students. Develop individual student plans and conference with parents.	At-risk students	Classroom Teachers Administrative Team	Each 6 weeks	Assessment Coordinator Parents Intervention Team		Students identified Objectives developed
b.	Utilize TPRI and Tejas LEE to target developing areas in K, 1, and 2.	K-2 students	Classroom Teachers Reading Specialists	October 2013 January 2013 May 2014	Reading Teachers TPRI Kits		TPRI results
c.	Support LEP students so that all students increase mastery of English in both speaking and written language.	LEP, ESL Istudents	Regular Education Teachers Bilingual Teachers	Weekly	LPAC Committee Bilingual Coordinator		Percent of fluent English speakers and ESL increase
d.	Teach test taking strategies as appropriate to ensure the success of STAAR and STAAR-M for SPED students	Special Education students	Special Education Teachers Regular Education Teachers	Weekly	Special Education teacher Classroom teachers		Growth on STAAR and STAAR-M
e.	Identify students who need intervention and assistance from Dyslexia Specialist or Special Education.	At-risk students	SST Special Education Teachers Classroom Teacher	Monthly	SST Process Scottish Rite Program		Number of intervention plans, IEP's Progress reports
f.	Provide services by qualified personnel to	Special	Director, Special Education	Daily	Special		Number of students



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
	all eligible students with disabilities.	Education students	Diagnostician Psychologist (LSSP) Teachers Counselor SPED Teachers Administrators SST Team Contracted OT/PT		Education staff  Regular Education Teachers  Contracted Personnel		meeting level of proficiency of STAAR and STAAR M Tests  Number of students showing growth in their area(s) of need
g.	Ensure identification and services for 504 and dyslexia students through the following: <ul style="list-style-type: none"> <li>• Update training in 504 for all faculty and staff;</li> <li>• Referral procedures;</li> <li>• Modification/accommodations;</li> <li>• Tutoring</li> <li>• Counseling;</li> <li>• Parent conferences;</li> <li>• Screening for dyslexia;</li> <li>• SST Meetings.</li> </ul>	At-risk students	504 Coordinator Principals Dyslexia Teacher SST Team	Daily	504-Dyslexia Coordinator  Dyslexia Teacher  SST Team  Region 10 training		Staff development, calendar, agendas, sign in sheets  504 minutes, referral log Lesson plans
h.	Provide opportunities for aides to become highly qualified to meet the requirement of NCLB.	Teacher aides	Principal Region 10 Central Office Staff	May 2014	Release time Region 10	Title II, Part A	Number of certified aides  Professional development records



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
i.	Update CIP training based on CIP components: <ul style="list-style-type: none"> <li>• Initial evaluations;</li> <li>• Least restrictive environment;</li> <li>• Related services;</li> <li>• Time lines for re-evaluation;</li> <li>• Transition.</li> </ul>	All staff	Director, Special Education Principal	February 2014	Special Education Director Administration		Sign-in sheets
j.	<ul style="list-style-type: none"> <li>• Utilize Map to target developing areas in 3<sup>RD</sup>, 4<sup>TH</sup>, 5<sup>TH</sup> GRADES</li> </ul>	At-risk students	Principal Classroom teachers	October 2013 January 2014 May 2014	MAP Assessment Program from NWEA	Local Funds	Assessment Scores



**Goal II:** International Leadership of Texas – Garland Elementary School will provide a well-balanced curriculum that meets the needs of all students (Title I School-wide Component 2, 3, 8).

**Goal Area:** Curriculum

**Objective:** To provide all students the opportunity for additional assistance through a variety of programs

**Summative Evaluation:** STAAR, STAAR-M, TPRI, Tejas LEE, MAP, special programs annual evaluations

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Schedule bi-weekly tutoring in appropriate grade levels after examining assessment and performance data	Identified students	Teachers Administrators	October 2013 – May 2014	Instructional and re-teaching materials		Progress reports 6 week assessment results STAAR results
b.	Daily intervention during the school day for at-risk students.	Identified students	All Staff	September 2013 – May 2014	Teachers Instructional Materials		STAAR results 6 Week assessment results Teacher observation TPRI / Tejas LEE data DRA data, MAP data
c.	Meet technological needs of students through updated computer software and classroom projects.	All students	Teachers Librarian Teacher Techs District Tech Coordinator	Daily	Chromebooks Computer Lab Technology funds C2M	Local funds Technical support	Student products Student Tech skills
d.	Utilize ILTexas curriculum (Kilgo) to address all TEKS in each subject area.	All students	Teachers Administration	Daily	Report cards 6 week assessments		STAAR results 6 Week assessments Academic grades
e.	Provide computer enhanced instruction for kindergarten students.	Kindergarten students	Kindergarten Teachers Principal	Daily	Table computers	Title I, Part A	TPRI/Tejas LEE results DRA results
f.	Improve identification, placement, and services for ESL • Conduct LPAC training meetings;	ESL/ Bilingual students	ESL Coordinator Teachers	Monthly	Bilingual Teachers		Assessment results Language Proficiency ratings







**Goal III:** International Leadership of Texas – Garland Elementary School will provide professional development enabling teachers to increase test scores and provide an enriched curriculum (Title I School-wide Component 4, 2, 8).

**Goal Area:** Staff Development

**Objective:** To target student needs

**Summative:** To provide timely assistance in identifying students' individual needs

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Focus campus-based staff development on Team Building, Student Engagement, Student Success and Technology.	All staff All students	Administration Teachers	Monthly	District training Region 10 State conferences	Local funds	Staff input on strategies Staff development evaluations Student data
b.	Ensure teacher attendance at workshops that target specific student needs.	At Risk ESL Special Education	Team Leaders Principal	Fall 2013 and Spring 2014	Region 10 Staff development PDC (RISD)		Teacher participation
c.	Ensure vertical articulation across grade levels by using ILTexas (Kilgo) curriculum.	All students	Administration Teachers	Monthly	Teachers' release time		Number of meetings scheduled
d.	Target TPRI, Tejas Lee, MAP and DRA results in reading.	K-5th grade students	Administration Teachers	Weekly	Staff development Grade level meetings		TPRI/Tejas LEE results DRA results MAP results
e.	Disaggregate and analyze MAP, 6 week assessment and TPRI/TEjas LEE data to target at-risk students in specific objectives in reading, writing, science and math.	All students	All Staff	October 2013 January 2014 May 2014	Testing Coordinator TPRI 6 Week assessments		TPRI/Tejas LEE results STAAR results Noted academic growth
f.	Provide Teachers Observing Teachers (TOT) by visiting different grade levels, team	All students	Teaching Staff Campus Administration	Monthly	Release time Subs		Number of teachers participating



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
	teaching, and sharing ideas in other grade levels including ESL/BIL and SPED.						
g.	Conduct faculty book studies.	All staff	Administration Teachers	Spring 2014	Books for study	Local funds	Increased student engagement Increased staff engagement





**Goal V:** International Leadership of Texas - Garland Elementary School will provide a positive learning environment to enhance student success (Title I School-wide Component 2, 9, 6).

**Goal Area:** School Climate

**Objective:** Low discipline referral baseline

**Summative Evaluation:** To provide a safe and orderly school climate conducive to learning

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Ensure that school wide discipline, goals, rewards, and consequences are reviewed and implemented by staff.	All students	All Staff	Monthly	Rewards Teachers Region 10 (Training)	Student Activity funds	Rules posted in classrooms Conduct grades Reviewed during Morning Meeting
b.	Send a back-to-school letter to parents outlining classroom rules and reward systems, violence prevention and the plan for a school-wide "Bully" education program (violence prevention).	All students	All Teachers All Staff	August 2013			Post on website Letters
c.	Promote leadership traits in students through Peer Mediators, Student Council, and Safety Patrol.	Students	Principal Teachers Counselor Assistant Principal	Daily			Number of students involved noted programs Leadership projects
d.	Implement cafeteria etiquette with an employee, develop a reward system for classrooms each 6 week, and have the teachers enforce the rules in classrooms.	All students	All Staff	Daily			End of year Staff observation
e.	Continue the Chick-Fil-A program, to emphasize and teach character traits such as respect, effort, caring, courage, cooperation, and honesty.	All students	Counselor	Monthly		Chick-Fil-A Spririt Nights	Lessons focused on monthly traits Student behaviors/ interactions



	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
f.	Increase parent and community involvement: <ul style="list-style-type: none"> <li>• Volunteers;</li> <li>• PTO (families);</li> <li>• Open House;</li> <li>• Parent conferences;</li> <li>• Newsletters;</li> <li>• Guest speakers;</li> <li>• Programs</li> <li>• Extra-curricular activities (clubs, Family Nights, Fall Carnival).</li> </ul>	Families Community	Principal PTO All Staff	Monthly		PTO funds General Budget	Sign-in sheets Newsletters Other publications Parent surveys Student surveys Staff surveys Volunteer hours
h.	Promote business/community involvement through campus committee membership.	Parents Business partners	Principal PTO Teachers	Fall 2013 and Spring 2014	Principal CIP document		Business/community participation Record of meetings Community input
i.	Implement and embed Athlos Character traits in every aspect of the school	All students	Counselor Teacher	Monthly			Cumulative record of students receiving awards Conversation Student interactions



**Goal VI:** International Leadership of Texas - Garland Elementary School will provide a positive learning environment to enhance student success (Title I School-wide Component 2, 6, 9, 10).

**Goal Area:** School Climate

**Objective:** Ensure student attendance at 97% or above

**Summative Evaluation:** To meet or exceed the standard for student attendance

	<b>Performance Strategies</b>	<b>Target Group</b>	<b>Staff Accountable</b>	<b>Timeline</b>	<i>Resources</i>	<b>Funding Source</b>	<b>Formative Evaluation</b>
a.	Provide classroom incentives for attendance. Investigate ways to reduce tardies.	All students	All Staff	Monthly			Exceed classroom attendance above 97%
b.	Award perfect attendance at awards ceremonies.	All students	Principal Assistant Principal Teachers	Each 6 Weeks		Business donations Local funds	Assess percentage of perfect attendance
c.	Monitor attendance on daily basis: <ul style="list-style-type: none"> <li>• Parent notification;</li> <li>• Telephone calls;</li> <li>• Letters;</li> <li>• Computerized attendance reports;</li> <li>• Counseling;</li> <li>• Home visits.</li> </ul>	All students	Principal Assistant Principal Counselor Attendance Clerk Teachers Community Liaison	Daily Monthly	Attendance Clerk JR3/Websmart Community Liaison		Attendance reports ADA reports



**Addendum**  
**Title I (NCLB) Reference to CIP**  
**Ten Components of Schoolwide Programs**

	Required Component	Evidence of Component	Reference Page or Activity in CIP
I.	<b>Comprehensive Needs Assessment:</b> A comprehensive needs assessment of the entire school that is based on information which includes the achievement of children in relationship to meeting the state academic content standards (TEKS) and state student achievement standards (STAAR)	<b>Success on targeted objectives, 6 Week Assessment, Report Card data, STAAR Data, TPRI/Tejas Lee, MAP data</b>	<b>Pages 3-9 of 17</b>
II.	<b>Schoolwide Reform Strategies:</b> Schoolwide reform strategies that provide opportunities for all children, particularly low-achieving children (examples)	Student participation in reading activities RPTE scores, TPRI/Tejas Lee results	Pages 3-6 of 17
III.	<b>Provision for Highly Qualified Staff:</b> All schoolwide programs must provide for instruction by a highly qualified professional staff. (What makes your teachers highly trained?)	Only teachers identified by the state as “Highly Qualified” are hired (applicant pool). Release time, Staff Development, training at Region 10	Page 3-5 of 17 Page 9 of 17
IV.	<b>Provision for Professional Development:</b> Provide high quality and ongoing professional development (examples)	Campus Based staff development, Teachers observing Teachers, Region 10, state conferences, district training	Page 3-5 of 17 Page 9 of 17
V.	<b>Strategies to Attract High Quality Teachers:</b> Strategies to attract high quality and highly qualified teachers. Address both indicators.	Professional growth opportunities, team building, low teacher-student ratio, abundant resources	Page 5 of 17
VI.	<b>Strategies for Increasing Parental Involvement:</b> Strategies for increasing parental involvement for the purpose of increasing student success and in the decision-making process of schoolwide programs	Provide opportunities for involvement, ask for input, tap into parent strengths, utilize parents as partners	Pages 11-13 of 17
VII.	<b>Plans for assisting preschool children to the local elementary school programs</b>	Connect with community members/siblings of current students	Page 14 of 17
VIII.	<b>Measures to include teachers in decisions regarding the academic assessments to improve individual students and overall schoolwide program</b>	IEP’s, GPC decisions, ARD’s, SSI, SST meetings	Pages 3-7 of 17 Pages 9-10 of 17
IX.	<b>Activities to ensure the success of students who are experiencing difficulty in mastering proficient or advanced levels of achievement as defined in <i>No Child Left Behind</i></b>	Extended day learning opportunities – remediation and extension activities, SST meetings, disaggregation of data, provide necessary services	Page 3-7 of 17 Page 9-10 of 17
X.	<b>Coordination and integration of federal, state and local services, programs and funding sources (examples)</b>	Title I and Title III Funds Local Funds,	Page 3 of 17 Page 5-8 of 17 Page 11-13 of 17



**APPENDIX A**  
**Highly Qualified Teacher Recruitment and Retention Plan**

Area 1: Increase percentage of highly qualified (HQ) teachers to meet and/or maintain 100%. Strategies (check all that apply, but check at least one):

<input checked="" type="checkbox"/>	Work with staffing coordinator, identify staff not meeting HQ standards
<input checked="" type="checkbox"/>	Notify staff of deficit area(s)
<input checked="" type="checkbox"/>	Agree with staff on appropriate ways to meet the standard
<input checked="" type="checkbox"/>	Provide adequate time for staff to attend trainings and/or take needed exams
	Other:

Area 2: Attract and retain HQ teachers. Strategies (check all that apply, but check at least one):

<input checked="" type="checkbox"/>	Participate in district-sponsored job fairs
<input checked="" type="checkbox"/>	Participate in recruiting trips
<input checked="" type="checkbox"/>	Provide mentors to first and second year teachers
<input checked="" type="checkbox"/>	Offer high-quality professional development
<input checked="" type="checkbox"/>	Provide leadership opportunities for teachers
<input checked="" type="checkbox"/>	Provide a stipend for shortage areas
	Meet on a regular basis with new teachers to review needs/issues
	Other:





## APPENDIX C

### Additional NCLB Requirements

#### Parent Notice

By the date required by the Texas Education Agency, all parents will be informed of individual student academic assessment results and AYP status via letters sent home in both English and Spanish. Assistance to families seeking choice and/or SES options will be provided. Student assessment results will be shared with parents in both English and Spanish whenever possible.

#### Support

This Campus Improvement Plan was developed collaboratively with School Support Team/ Campus Advisory Council members and central office support. The district is committed to providing the campus support in school improvement efforts. Support includes but is not limited to:

Guidance, Leadership, and Monitoring

Compliance and Fiscal Monitoring as per Section 1120A

Data Analysis

Curriculum and Benchmark Data, Professional Development

Professional Development and Support in Determining Student Needs

Parental Involvement Planning and Training Opportunities

Superintendent

CFO

Dir. of Testing/Technology

CAO

CAO/Dir. of DL & Dir. of Special Education

Dir. of Development/Community Relations/

Community Liason

#### Evaluation and Outcomes

The ultimate goal for this plan is to significantly improve student achievement for all students, including those served in special programs. The principal, School Support Team, and campus staff will monitor action plans and strategies on a regular basis to determine the level of implementation and the effectiveness in bringing about desired student outcomes. These outcomes target closing any disparity in achievement levels among student groups. Strategies, if successful, will create a positive learning environment in which all students are actively engaged in a challenging meaningful curriculum, based on TEKS. Outcomes of Data Days (end of six week grading periods) will guide this and future CIPs.

**ILT Arlington Elementary School**

**2013-2014**

**Campus Improvement Plan**

**International Leadership of Texas**

**The mission** of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

**School Support Team/ Campus Advisory Council (CAC)  
Current Membership**

<b>School Support Team Members</b>	<b>Name</b>
Parent	Maria Palacio
Parent	Adabel Colon
Professional Staff Member	Jahzeel Chavez, Viridiana Guadardo, Gabriel Garcia, Tammie Davis, Monica Balderas, Elizabeth Maddox
Professional Staff Member	Liz Lawlor, Graham Bartlett, Pat De La Rosa, Courtney Hopkins, Kevin McLendon , Chams Chamri
Classified Staff Member	Maria Breiman
Student <i>(If Applicable)</i>	NA
Business/Community Representative	Mr. P. McGunnis
Community Representative	Mr. M. Anthony

## Campus Improvement Plan

**GOAL: ILT AES will improve the academic achievement of all students by providing quality, learner-centered instruction utilizing effective instructional strategies.**

**Objective: 90% of students will meet performance standards as measured by state, district and local assessments.**

Applicable Strategic Plan:						
C#	Action Steps	Responsible Person(s)	Needed Resources (Include PD Support)	Evidence of Implementation	Timeframe for Completion	Impact/Evaluation
1, 2	Monitor implementation of curriculum and Scope & Sequence	Principal, Assist. Principal, Team Leads & teachers	Kilgo Scope & Sequence Grade level TEKS	Lesson Plans, Classroom visits/ Walkthroughs, Formal teacher observations	June 2014	Increase in students scores in state, district and local assessments.
1, 2, 8,	Administer student assessments to insure mastery learning.	Principal, Assist. Principal, Team Leads & teachers	Variety of assessments to include state, district and local.	Assessment data.	June 2014	Increase in the number of students passing all assessments.
1,2,8	Administer diagnostic assessment to determine students levels.	Principal, Assist. Principal, Team Leads & teachers	DRA, TPRI, MAP etc. PD in analyzing data and using data to drive instruction and developing intervention plans.	Assessment data	June 2014	Track students progress/growth.
1, 2. 9	Conduct tutorials during the school day and after school for those students not demonstrating mastery.	Principal, assistant principal Counselor, team leads, teachers and Teacher Assistants	Student assignments and assessments, teacher documentation	Tutorial documentation to include student rosters, date/time and learning objectives.	June 2014	Increase in the number of students passing all subjects on Progress Reports & Report Cards

1,2, 6,7	Progress reports or reports cards every 3 weeks.	Principal, assistant Principal, counselor, team leads and teachers	Electronic grade book Internet service	Students reports	Every 3 weeks of 2013-14 school year.	Student progress report / Report cards
1, 2, 6,7	Conduct parent-teacher conference to keep parents informed of student progress	Principal, assistant principal, counselor, team lead teachers.	Time to conduct conferences before, during, after school.	P/T Conference Sign in sheets	Mandatory conference twice per year for all parents, Every 6 weeks for parents of struggling students.	Increased parent involvement and student success
1,2, 9,7	Differentiated/ small group instruction will be offered to students.	Principal, assistant principal, team leads, teachers	PD in differentiated instructive. Instructional framework ie. Daily 5, BUILD Instructional technology	Lesson plans	June 2014	All students working on their level and student success.
1,2.,9, 7	Close monitoring of students' attendance, contact parent if student is absent.	Principal, admin. assistant, teachers, counselor	Attendance Reports	Attendance Reports	June 2014	Students attending school on a regular basis.

C#= Component Number (1-10)

**GOAL: ILT AES will improve the academic achievement of its special population by providing quality, learner-centered instruction utilizing effective instructional strategies.**

<b>Objective:</b> ILT AES Students with special needs will improve skills and show growth at their respective ability levels.						
Applicable Strategic Plan:						
C#	Action Steps	Responsible Person(s)	Needed Resources (Include PD Support)	Evidence of Implementation	Timeframe for Completion	Impact/Evaluation

1, 2, 9	Implement the <b>RTI Process</b> with fidelity.	Principal, assist. principal, team leads & teachers	SST Committee Teacher RTI PD	RTI documentation Documentation of SST Meetings	June 2014	Students with special needs /disabilities will be identified and receive services.
1, 2, 9	<b>ESL</b> Language Proficiency Test administered to students identified by Home Language Survey with language other than English.	Language Proficiency Tests, LPAC minutes	ESL testing teachers	Home Language Survey, LEP/ESL student list	June 2014	Scores in permanent folder
1, 2, 9	<b>504</b> Services (accommodations) will be provided for all qualifying students	Principal, assistant principal, Counselor, lead teacher, teachers	504 documentation	Lesson plans	June 2014	504 students making adequate progress
1, 2, 9	<b>Dyslexia</b> Services will be made available for students identified as dyslexic	Principal, counselor, teachers and dyslexia paraprofessional	Screening documentation PD on dyslexia program	Schedule for dyslexia Services.	June 2014	Dyslexia students ,making adequate progress
1, 2, 9	<b>Special education</b> Special Education services will be provided for all qualifying students	Principal, assistant principal Special Education Director, special education teachers, Classroom teachers	ARD documentation IEP	Lesson Plans Schedule for Special Ed services.	June 2014	Special education students mastering IEP goals.

**GOAL: ILT AES will increase parent involvement in the education of students through the cooperative efforts of staff, parents, and community.**

**Objective:** 100% of parents of AES students will have opportunities to participate in school events and programs.

Applicable Strategic Plan:

C#	Action Steps	Responsible Person(s)	Needed Resources (Include PD Support)	Evidence of Implementation	Timeframe for Completion	Impact/Evaluation
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6	Every 3-weeks a Progress Report or Report Cards will be sent home	Principal, assistant principal, teachers	Paper, printer, internet service	3 week reports- Progress reports or Report cards	Every 3 weeks	Progress Reports/Report Cards
6, 9	Initiate dialog with parents of struggling students	Principal, assistant principal, Counselor, lead teachers, teachers	Student assignments, assessments, progress reports report cards, referrals.	Documentation of meeting	June 2014	Student success
6, 9	Contact parent when student referred to principal/assistant principal	Principal, assistant principal, teachers	Referral documentation Incident report	Documentation of phone call or parent conference	June 2014	Documentation of Consequences /action
6, 9	Host Parent/Teacher Conference a minimum of 1 per semester for all students.	Principal, assistant principal, team leads, teachers	Invitation letters, phone calls,	Sign in sheets	June 2014	Attendance sign in sheets
6	Provide opportunity for parents to volunteer in the school	Principal, Team leads, teachers	Paper, phone, internet service	Newsletters, invitations, phone calls, School messenger	June 2014	Volunteer sign in sheets

**GOAL: ILT AES will provide ongoing professional development for all professional staff.**

**Objective:** 100% of professionals will have opportunities to attend trainings that will directly impact student performance

Applicable Strategic Plan:

C#	Action Steps	Responsible Person(s)	Needed Resources (Include PD Support)	Evidence of Implementation	Timeframe for Completion	Impact/Evaluation
4, 10	Implement Professional Learning Communities	Principal, assistant principal, Team leads, teachers	Kilgo Scope & Sequence Lesson Plans Assessments Student Data Campus improvement Plan	PLC Agendas and sign in sheets	June 2014	Collaboration within and between teams

4, 3, 10	Provide opportunity for teachers/staff to attend specific PD and opportunities to share with colleagues.	CAO, Principal, Team leads	Calendar of upcoming PD sessions Funding Campus Improvement Plan	Certificate of PD attended	June 2014	Teacher shares training and resources with colleagues
3, 5	Coordinate opportunities for 1-3 year teachers to observe in the classrooms of team leads and experienced teachers.	Principal, assistant principal, team leads	Substitute teachers schedules	Documentation from observing teacher and mentor feedback.	June 2014	Teacher retention

**GOAL: ILT AES will hire and retain highly qualified teachers and staff.**

**Objective:** ILT AES will strive to maintain a positive, supportive environment where teachers can teach, learn and grow.

Applicable Strategic Plan:

C#	Action Steps	Responsible Person(s)	Needed Resources (Include PD Support)	Evidence of Implementation	Timeframe for Completion	Impact/Evaluation
5, 3	Provide mentors for teachers new to the profession or grade level.	Principal, assistant principal, team leads	Mentor teachers, team leads	Mentor documentation	June 2014	Teacher retention
5	Provide opportunities for teachers to have input into decision making.	Principal, assistant principal, team leads	PLCs, CIP,	PLC agendas/minutes CIP agendas/minutes	June 2014	Teacher retention
5	Provide salary incentives for high need teaching positions.	Superintendent District CFO,	Stipend Budget	Teacher salaries	June 2014	Teacher retention



**GOAL: ILT AES will provide a safe, secure, and supportive environment for students and staff.**

**Objective:** ILT AES will maintain a safe environment where teachers can teach and students can learn.

Applicable Strategic Plan:

<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
7	Conduct fire/tornado drills	Principal, Fire Marshall, Assistant Principal, teachers & staff	Map of campus with exit routes, student rosters, signs	Drill schedule, date/time	June 2014	Student/employee safety
7	Conduct intruder/lock down drills	Principal, assistant principal, teachers & staff	Map of campus	Drill schedule, date/time	June 2014	Student/employee safety
7	All employees will wear their ID badges.	Principal & All employees	Id badges	All employees wear their badges.	June 2014	Student/employee safety
7	All visitors must sign in at front office and present ID.	Front office personnel, School security	Internet service	Visitor sign in log	June 2014	Student/employee safety



**ILTexas Middle School  
Garland Division  
2013-2014  
Campus Improvement Plan  
International Leadership of Texas**



**The mission** of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

**School Support Team/ Campus Advisory Council (CAC)**

**Current Membership**

School Support Team Members	Name
Parent	Denise Toliver
Parent	Margaret Kilbury
Professional Staff Member	Wanda Jones
Professional Staff Member	Seth Alpert
Classified Staff Member	Linda Espinosa
Student ( <i>If Applicable</i> )	N/A
Business/Community Representative	Aria Mavvaji-Clear Water Community Church
Community Representative	Ronald Grant



**GOAL: Create a culture and climate aligned with our school's vision and philosophy.**

<b>Objective:</b> All Stakeholders will be familiar with the schools vision and philosophy.						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
2	Begin each professional development opportunity by reinforcing the alignment of goals with our norms and models.	Principal, School Leadership	PD materials	Professional Development agendas containing vision and goals.	May 2014	Evidence of goal/vision components in Professional Development
6,2	Communicate with community member, parents and students through School Messenger, Edmodo and Athlos newsletter.	Principal, Teachers, Athletic Director	Internet, Newsletter, correspondence materials	Monthly communication documentation	June 2014	Parent and community feedback
2	Recognize students who possess and exhibit outstanding character during Monday morning	All Staff	Coaches identify students through character development activities.	Frequent student recognition	June 2014	Impact on school climate
2	Establish surveys to assess campus climate (parent/student/staff).	Principal	Survey Monkey, Internet	Survey data documentation	September 2013, January 2014, June 2014	Impact on school climate
2	Revisit the campus vision with students and staff routinely during announcements and Monday assemblies.	Principal, School Leadership	Assembly time	Announcement and Monday assembly data	June 2014	Students and staff know the school vision.

*C# = Component Number (1-10)*



**GOAL: Create a culture and climate aligned with our school's vision and philosophy.**

<b>Objective:</b> Discipline management and character development.						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
1	State clear student expectations/campus rules/character (Others Before Self).	Principal or designee	Code of Conduct, Student Handbook, Athlos Character traits	School culture of "Others Before Self".	August 2013	Character Report Cards
4,10	Establish recommended intervention strategies for classroom/campus.	Campus Leadership Team	Student Handbook	Established strategies used by staff.	August 2013	Positive discipline strategies used by campus staff.
1,10	Implement a positive discipline management plan.	All Staff	Discipline management plan, Student Handbook	PD agenda, handouts, discipline management plan	August 2013, Revisit each 6 weeks	Effective discipline management by staff.
1	Weekly meetings to ensure that code of conduct is administered consistently.	Principal or designee	Code of conduct, Student handbook	Code of conduct discussions during Monday morning meetings.	June 2014	Students know and follow the campus code of conduct.
1,10	Monitor identified high risk areas between classes and during lunch.	All Staff	Staff duty assignments	Duty assignments	June 2014	Hallways are orderly and safe.
3	Participate in annual staff training on bullying/sexual harassment.	Principal or designee	Professional development	PD agenda, handouts	September 2013	Prevention and detection of bully/sexual

*C# = Component Number (1-10)*



**GOAL: Increase family and community involvement.**

<b>Objective:</b> Provide opportunities and encourage parental involvement.						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
6	Parental involvement opportunities will be available through the implementation of parent informational meetings, open house and parent conference nights.	Principal	Facility Space, Teacher time	Agendas, Sign-in sheets	June 2014	Sing-in sheets, meeting minutes,
6,7	Male parental involvement will increased through the implementation of “Watch D.O.G.S.” (Dads of great students) from elementary to middle grades.	Principal, Top D.O.G.S	Dad volunteers, Watch D.O.G.S program.	Volunteer dads on campus	June 2014	Father figure involvement on campus
6	Parental involvement will be encouraged through the Parent Teacher Organization (PTO).	PTO board members	PTO	PTO meeting sign-in sheets, volunteer opportunities	June 2014	PTO sign-in sheets, minutes
6	Parents will be encouraged to attend athletic and fine arts events.	Fine arts department, Athletic department	N/A	Parent participation in extracurricular events	June 2014	Parent participation in athletic and fine arts events.

*C# = Component Number (1-10)*



**GOAL: Improve overall student achievement.**

<b>Objective:</b> Provide time and continual opportunities to analyze student data and share instructional strategies.						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
5,4	Time is built into the school day to allow teacher collaboration and professional development.	Assistant principal	Planning time	Master schedule built with grade level and content planning periods.	August 26, 2013	Student achievement
8,9,7	Analyze, review and utilize student data to focus instructional decisions and ensure curriculum alignment from elementary to High school.	Teachers	Materials, CSA's, Curriculum	Data Reports	Last day of each 6 weeks.	Student achievement
1,9	Using data analysis, targeted students will be identified for small group instruction.	Teachers	Materials, CSA's, MAP	Data Reports	Last day of each 6 weeks.	Student achievement among identified group.
5,2,4	Incorporate Marzano strategies into daily lesson plans.	Teachers	Teacher lessons, Professional Development	Lesson Plans	June 2014	Marzano strategies used in core content
2,3	Routinely utilize Cornell notes as appropriate to extend learning and improve critical thinking skills.	Teachers	Cornell notes template	Student Data	June 2014	Students will use Cornell notes during note taking activities
5,2,3	Teachers and students will practice high levels of Blooms Taxonomy to promote HOTS.	Teachers	Professional Development, Teacher lesson plans	Lesson Plans	June 2014	Academic rigor in lesson plans
5,2	Teachers will incorporate technology into daily lesson plans.	Teachers	Chromebook, Edmodo	Lesson Plans	June 2014	Updated edmodo sites and daily use of student chromebooks

*C# = Component Number (1-10)*



**GOAL: Improve Overall Student Achievement**

<b>Objective: Increase reading comprehension and proficiency among students.</b>						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
2	Expose students to genre and recreational reading by providing “book talk” during library visits and occasionally on morning announcements.	Librarian	Reading material, Title 1 Funds	Book Talk during library visits and announcements.	June 2014	Increased student recreational reading time. Increase in library book checkouts.
1,8	Using data analysis, targeted students will be identified for small group instruction.	Teachers	CSA’s, Classroom evaluations	Small group instruction	Every 6 weeks	Increase academic progress among identified group.
9	Students will participate in an extended academic day by attending daily tutorials and Homework Academy.	Teachers	Teacher time, Title 1 Funds	Student Data	June 2014	Increased academic progress.
9	LEP students will receive additional vocabulary, background knowledge, and visual aid support to enhance classroom performance and performance on STAAR.	Teachers, LPAC Chair	LEP Student data	Student Data	June 2014	Student achievement among identified LEP student groups.
2	Implement school wide “Word of the Day” initiative.	Teachers	Academic word bank	Word usage across curriculum.	June 2014	Increased academic vocabulary.

*C# = Component Number (1-10)*





**GOAL: Improve Overall Student Achievement**

<b>Objective: Strengthen Quality Instruction</b>						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation / Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
4,5	Provide teachers with feedback and coaching in the quality of instructional practices a minimum of 8 times a semester.	School leadership team	Classroom evaluations, professional development	Teacher feedback	June 2014	Observation Data
4,3	Provide ongoing professional development and feedback for teachers in order to support instruction.	Principal, Assistant principal	Teacher time, Region 10	Walk-throughs observing teaching strategies	May 2014	Observation Data
8	Facilitate data discussions on assessments.	School Leadership Team	Data day, Data	Student Data	June 2014	Data reports
4	Provide professional development on writing measurable lesson objectives.	School leadership team	Teacher time, materials	Book Talk during library visits.	May 2014	Student feedback and understanding of lesson objectives.
3,2	Develop and post effective lesson objectives.	Teachers	Materials	Walk-throughs	June 2014	Effective and student friendly objectives posted by teachers
3,2	Select and use appropriate instructional strategies corresponding to the learning objective.	Teachers	Scheduled PLC time	Walk-throughs	June 2014	Rigor in lesson plans
3	Engage students through purposeful instruction, frequent checks for understanding, and bell to bell instruction.	Teachers	Professional Development	Walk-throughs	June 2014	Student performance



GOAL: ILTexas will be the home of high caliber teachers to educate our students.

<b>Objective:</b> To recruit and retain highly qualified teachers for ILTexas.						
Applicable Strategic Plan:						
<b>C#</b>	<b>Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
5	Advertise in the newspaper, on the web, through TJN, and through other educator recruitment portals	Linda Lacaze (HR), Jerry McCreight (CFO)	Research on educator recruitment portals	ILTexas HR ads and postings present and visible	Updated weekly	Increased applications received through these portals and a decrease in vacancies
5	Attend college and ESC job fairs as well as other educator recruitment job fairs with additional emphasis on those in the Rio Grande Valley (DLI Teachers, Spanish LOTE)	Linda Lacaze (HR), campus administration, Laura Carrasco (CAO)	Gather timelines for recruitment fairs	Register and attend job fairs	May 2014	Signed LOAs from teachers recruited at these job fairs
5	Provide salary based incentives for high-need content areas (math, science, and bilingual)	Linda Lacaze (HR), Jerry McCreight (CFO)	N/A	It is worked into the 2013-2014 budget	June 2013, updated monthly	Little to no vacancies in our shortage areas
5	Form an alliance with the Texas-Spain Initiative to recruit bilingual teachers from Spain.	Linda Lacaze (HR), Jerry McCreight (CFO), Laura Carrasco (CAO)	Need to establish a partnership	Established partnership	December 2013	Signed LOAs by teachers from Spain
5	Assist teachers in obtaining their ESL certification to address this shortage area	Linda Lacaze (HR), Jerry McCreight (CFO)	Title III Cooperative PD on successfully obtaining ESL certification, procedures for reporting ESL certification & applying for exam reimbursement (passed exams only)	Increased number of teachers with their ESL certification	April 2014	By April of 2013, we will see a significant increase in teachers who are ESL certified.



**International Leadership of Texas  
High School - Garland**

**Campus Improvement Plan**

**2013-2014**

**Nadia Ayala, Principal**

**The mission** of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

**School Support Team/ Campus Advisory Council (CAC)**

**Current Membership**

School Support Team Members	Name
Parent	Judith Allen, PTO President
Parent	Holly Wood, PTO Vice President
Professional Staff Member	Nadia Ayala, Principal
Professional Staff Member	Karen Marx, Dean of Instruction
Classified Staff Member	Ines Vallance, Counselor
Professional Staff Member	Karen Alexander, Lead Teacher
Student <i>(If Applicable)</i>	Ledua Atam, Student Council President (10 <sup>th</sup> )
Student <i>(If Applicable)</i>	Josiah Rogers, Student Council President (9 <sup>th</sup> )
Business/Community Representative	TBD
Community Representative	TBD

## Needs Assessment

### Parent Involvement

Parents will be informed of all events, assemblies, and opportunities of participation. Some events include: School Parent Meetings, PTO Meetings, parent surveys, Open House, Assemblies, Parent Conferences, and Pep-Rallies.

### Student Achievement

Improve student academics in all subjects (cores, languages, and electives) by continuously providing a rigorous curriculum that enables students to invest in their learning. All stakeholders will participate in monitoring and implementing interventions to students identified as at-risk based on their academic progress and attendance.

<b>Components</b>	<b>#</b>
Comprehensive needs assessment	1
School wide reform strategies that provide opportunities for all students to meet state standards and advanced levels of achievement, and that use effective methods/strategies based on scientifically based research	2
<u>Instruction by highly qualified staff</u>	3
High quality/ongoing professional development for teachers, principals, and paraprofessionals to enable all students to meet state standards	4
Strategies to attract highly qualified teachers to high-need schools	5
Strategies to increase parental involvement	6
Inclusion of teachers in decisions regarding use of academic assessments (CSAø, Data Days)	7
Effective, timely additional assistance (e.g., interventions, tutorials, summer programs, etc.) to ensure struggling students meet state standards	8
Coordination and integration of federal, state, and local services and programs	9
Description of how campus will provide individual student academic assessment results to parents in a language they understand, including an interpretation of the results	10

**GOAL #1: IMPROVE STUDENT ACHIEVEMENT**

<b>Objective 1: 100% of students will participate in an academically rigorous curriculum, based on vertically aligned curriculum standards.</b>						
<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
3	All core classes are AP/Pre-AP.	Principal, Dean of Instruction, Counselor	WebSmart, Master Schedule	Master Schedule	August 26 <sup>th</sup>	AP, PSAT, EOC results
2, 7	Administer assessments at every mid and end of the grading period	Teachers, Lead Teachers, Test Coordinator	Margret Kilgo Scope & Sequence, Common Planning Period (PLCs), Eduphoria	Collaboration during PLCs, Lesson plans, student data, observations	Mid/End of Six Weeks	AP, PSAT, EOC results
3, 4, 5	Provide training to teachers on advance placement strategies.	Principal, Lead Teachers, District	AP & Pre-AP Staff development, PLCs, Eduphoria, PD days	Training certificate, collaboration during PLCs, lesson plans, student data, observations	Ongoing	AP, PSAT, EOC results
3, 4, 5	Provide training to teachers on how to breakdown the TEKS for planning purposes.	Principal, Lead Teachers, District	Margret Kilgo Scope & Sequence Training, TEKS, PLCs, Eduphoria, PD days	Training, collaboration during PLCs, lesson plans, student data, observations	Once a six weeks	AP, PSAT, EOC results
3, 4, 5	Provide training to incorporate best practices in the classroom.	Principal, Lead Teacher	Teach Like a Champion, PLCs, PD days	Book study, collaboration during PLCs, lesson plans, student data, observations	Every week	AP, PSAT, EOC results
3, 4, 5	Integrate technology in the curriculum to enhance learning.	Lead Teachers, Teachers, Instructional Technologist	Teacher Laptop, projector, document camera, student chromebooks, PLCs, PD days	Collaboration during PLCs, lesson plans, student data, observations	Ongoing	AP, PSAT, EOC results
<b>Objective 2: Ninety percent of our students and subgroups will make the minimum standard on the End of Course Exams (EOC).</b>						
<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
1, 2, 7, 8	Use data to identify/target at-risk students.	Lead Teachers, Teachers, Counselor	PLCs, Assessments, Eduphoria, PD days, WebSmart, Failure reports, attendance reports	Collaboration during PLCs, lesson plans, student data, observations	Every week	Grades, assessments, EOC improvement

1, 2, 8	Writing workshops offered to all students to improve writing skills and reading comprehension.	English Teachers	Student Chromebooks	Observation, sign-in sheets, student products	Every Wednesday	Six Weeks Exams, EOC, PSAT
1, 2, 6, 8	Eagle Academy (Mandatory Tutoring) is assigned to students at risk of failing any course with parent notification.	Teachers, Administrative Assistant	Google Docs, SchoolMessenger	Observation, Google Docs and SchoolMessenger Report, student products	Daily	Increase in passing rate
1, 2, 6	Conduct parent conferences for students not making an effort and/or in danger of failing.	Teachers, Counselor, Principal	WebSmart, Google Docs	Observation, sign-in sheets	Every 3 weeks or as needed	Grades, assessments, EOC improvement

**Objective 3: Students will maintain a 97% attendance rate.**

<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
2, 6, 10	Parent is notified when a student is absent.	Attendance Clerk	WebSmart, Staff	Daily Callout Report, Parent Awareness	Daily	Increase in student attendance
2, 6, 7	Students are rewarded for 100% attendance.	Lead Teachers	WebSmart	Planned activity	Every Grading Period	Increase in student attendance
2, 6, 7	Monitor attendance for chronic absences.	Principal, Teachers, Counselor, Attendance Clerk,	WebSmart, School Messenger, Student Handbook, Announcements, Parent Portal	School Messenger report, student/parent conferences, Home visits	Daily	Increase in attendance, Credit restoration
2, 6, 9	Parents/students are notified of credit loss by letter.	Attendance Review Committee (ARC)	WebSmart, Excessive Absences Report	ARC Meetings, Parent Conferences	As Needed; Every Grading Period	Increase in attendance, Credit restoration
2, 6, 9	Parents/students are notified of truancy regulations.	Attendance Clerk	WebSmart, Excessive Absences Report	Court documentation	As Needed	Increase in attendance, Credit restoration

**GOAL #2: CULTIVATE A CULTURE OF POSITIVE COMMUNICATION AND TEAMWORK**

**Objective 1: 95% of parents and students will feel supported by ILTexas High School staff.**

<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
1, 6	Provide class calendars and syllabus to students and parents through teacher websites.	Lead Teachers, Teachers, Instructional Technologist	Google Docs, School website, Edmodo, PLCs, After school PD, District PD	Collaboration during PLCs, lesson plans, student data, observations	Ongoing	Parent/Student Awareness, Improvement in grades
1, 6	Communicate current events to students, parents and community.	Principal, Administrative Assistant, Teachers	School Website, Newsletter, Emails, Edmodo, Facebook	School Website, Observations, Student/Parent conferences	Ongoing	Parent/Student Awareness, Improvement in grades
1, 2, 6	Progress reports are distributed to ensure students are aware of their progress in each class.	Administrative Assistant, Teachers	WebSmart	Observation	Twice a six weeks	Parent/Student Awareness, Improvement in grades
1, 2, 6	Parent Portal is available for parents to view their child's grades and attendance in each class.	Administrative Assistant, Teachers	WebSmart	Gradebook reports	Every week	Parent/Student Awareness, Improvement in grades
1, 6	Parent Meetings and Parent Teacher Organization held periodically to update and involve parents in school functions.	Leadership Team, PTO	SchoolMessenger, Calendar	Observations, sign-in sheets, agendas	Every six weeks	Increase in Parent/Student Involvement
1, 6, 10	Complete a student climate survey every six weeks; parent climate survey once a semester.	Principal, Lead Teachers	Survey, District PD	Survey Data	Every six weeks (students/staff), Once a semester (parents)	Increase in Parent/Student Involvement
1, 6	Celebrate student achievement every week and at the end of the grading period.	Principal, Lead Teachers, Student Council	Announcements, six weeks awards	Observations, conferences, survey, data	Ongoing	Increase in Parent/Student Involvement
1, 6	Student Council Meetings to provide opportunities for student input.	Lead Teachers, Principal	NA	Sign-in Sheets, agenda, meeting minutes	Every 3 weeks	Increase in student involvement



**GOAL #2: CULTIVATE A CULTURE OF POSITIVE COMMUNICATION AND TEAMWORK**

<b>Objective 2: At least 95% of our staff will feel supported by ILTexas High School administration.</b>						
<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
4, 7	Provide immediate feedback to teachers on classroom observations.	Principal, Lead Teachers	Eduphoria, Planning Period	Documentation of observation and feedback	Ongoing	Summative Observation, Student Results
4, 7	Provide professional development on building a strong, effective team.	Principal, Lead Teachers	Book: Five Dysfunctions of a Team, After school PD, PLCs, District PD	PLCs, observations, teacher conferences, data	Ongoing	Summative Observation, Student Results
7	Conduct staff meetings to update and ask for input.	Principal, Lead Teachers	NA	Staff Handbook, Procedures/Policies	As needed	Summative Observation, Student Results
4, 5	All new teachers are assigned a mentor.	Principal, Lead Teachers	NA	PLCs, observations, conferences	New teachers meet weekly with their mentor	Summative Observation, Student Results, Retain HQ teachers
7	Staff will complete a campus climate survey.	Principal, Lead Teachers	Good Docs	Survey Results	Every Six Weeks	Data showing improvements

**GOAL 3: ILTEXAS WILL BE THE HOME OF HIGH CALIBER TEACHERS TO EDUCATE OUR STUDENTS.**

<b>Objective: 100% of our teachers will be highly qualified and will remain part of ILTexas for at least 3 years.</b>						
<b>C#</b>	<b>Strategies/Action Steps</b>	<b>Responsible Person(s)</b>	<b>Needed Resources (Include PD Support)</b>	<b>Evidence of Implementation/ Effectiveness</b>	<b>Timeframe for Completion</b>	<b>Impact/Evaluation</b>
5	Advertise in the newspaper, on the web, through TJN, and through other educator recruitment portals	Linda Lacaze (HR), Jerry McCreight (CFO)	Research on educator recruitment portals	ILTexas HR ads and postings present and visible	Updated weekly	Increased applications received through these portals and a decrease in vacancies
5	Attend college and ESC job fairs as well as other educator recruitment job fairs with additional emphasis on those in the Rio Grande Valley (DLI	Linda Lacaze (HR), campus administration, Laura Carrasco (CAO)	Gather timelines for recruitment fairs	Register and attend job fairs	May 2014	Signed LOAs from teachers recruited at these job fairs
5	Provide salary based incentives for high-need content areas (math, science, and bilingual)	Linda Lacaze (HR), Jerry McCreight (CFO)	N/A	It is worked into the 2013-2014 budget	June 2013, updated monthly	Little to no vacancies in our shortage areas
5	Form an alliance with the Texas-Spain Initiative to recruit bilingual teachers from Spain.	Linda Lacaze (HR), Jerry McCreight (CFO), Laura Carrasco (CAO)	Need to establish a partnership	Established partnership	December 2013	Signed LOAs by teachers from Spain
5	Assist teachers in obtaining their ESL certification to address this shortage area	Linda Lacaze (HR), Jerry McCreight (CFO)	Title III Cooperative PD on successfully obtaining ESL certification, procedures for reporting ESL certification & applying for exam reimbursement (passed exams only)	Increased number of teachers with their ESL certification	April 2014	By April of 2013, we will see a significant increase in teachers who are ESL certified.



# International Leadership of Texas

3301 N. Shiloh Rd, Garland, TX 75044 ♦ Tel: (972) 414-8000 ♦ ILTexas.org

## International Leadership of Texas Elementary School – Arlington Division

Prepared and Submitted by Elizabeth Lawlor, Principal

### October Board Report – Elementary School Report

#### I. Status of Hiring

# of Positions	Positions Filled	% Hired
65	62	95%

Fifth Grade	
ELA Reading	Tammy Janzen
SLA Lectura	Gustavo Salcido
Mathematics	Monica Gordon
Matematicas	Ity Ponce
Science/Lead	Elizabeth Maddox
Ciencias	

Fourth Grade	
ELA Reading	Gladys Buffone
SLA Lectura/Lead	Monica Balderas
Mathematics	Rebecca Colbert
Matematicas	Jessica Glenn
Science	Katelyn Maxwell
Ciencias	

Third Grade	
ENG Lead	Tammie Davis
ESP	Maria Cruz
ENG	Valerie Rimmer
ESP	Amy Jaramillo
ENG	Carlotta Hankson-Stiggers
ESP	Marjolaine Mahoney

Second Grade	
ESP Lead	Gabriela Hernandez
ENG	Maria Pettiford
ESP	Melina Hernandez
ENG	Laura Elmousa
ESP	Eneida Cruz
ENG	Winifred Willis
ESP	Rosa Gonzalez
ENG	LaShon Poitier

First Grade	
ESP Team Lead	Viridiana Guardado
ESP	Susana Montoya
ESP	Linette Merced
ESP	Jacqueline Dominguez
ENG	Daphne Rogstad
ENG	Katrina Del Prado
ENG	Alycia Halla
ENG	Victoria Swaney

Kindergarten	
ESP Team Lead	Jahzeel Chavez
ENG	Latrenda Rush
ENG	Amanda Jonkers
ENG	Lisa Warren
ESP	Marta Colon
ESP	Laritza Rodriguez
ESP	Lisbeth Koonce
ENG	Mireya Ortega



## International Leadership of Texas

3301 N. Shiloh Rd, Garland, TX 75044 ♦ Tel: (972) 414-8000 ♦ ILTexas.org

Enrichment	
Art	Renata Saldana
Theater	Lindy Weiss
Music	Brian Fratto
PE	Kevin McLendon
PE	Lauren McCreight
PE	Cindy Pyron
PE	Christina Ledesma
Chinese	Yin Kun Portia
Chinese	Huaya Sun Rain
Chinese	*(Fungshen Gao)

Administration/Student Support	
Principal	Elizabeth Lawlor
Assistant Principal	Graham Bartlett
Admin Assistant	Lina Alarcon
Counselor	Pat De La Rosa
Receptionist	Teresa Rodriguez
Instructional Asst.	Judy Beigle
Instructional Asst.	Maria Brieman
Instructional Asst.	Ana Ramirez
Instructional Asst.	Mary Komuntale
SPED Teacher	Chams Chamri

**Substitute Teachers:** Currently **3** long term subs for **1** Chinese teacher awaiting visas and **2** bilingual science teachers for 4<sup>th</sup> and 5<sup>th</sup> grade to replace **2** Mexican teachers unsuccessful in securing visas.

### Operations

**Nurse:** Courtney Hopkins **School Marshall:** Steven Beasley **Food operation Clerk:** Claudia Al-Akramawi

### II. Current Enrollment

Arlington	Confirmed	Pre-enrolled	Total Grade Level	Open Seat	Waitlist
<b>K</b>	141		144	3	176
<b>1</b>	143	1	144	0	78
<b>2</b>	135		144	9	60
<b>3</b>	134	2	144	8	58
<b>4</b>	118	1	144	26	38
<b>5</b>	134	1	144	9	48
<b>Total</b>	<b>805</b>	<b>810</b>	<b>864</b>	<b>54</b>	<b>458</b>



## International Leadership of Texas

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### **III. Recruiting**

- *New and potential new families receiving school information and facility tours.*
- *We are not managing an accepted list. Families go from waiting list to confirmed to increase enrollment in a more efficient manner.*
- *38 New students have joined in the last month.*
- *Teachers are conducting Parent-Teacher Conferences, they will be meeting with parents throughout the month of October.*
- *Teachers working on setting up grade level websites to provide information to parents on Scope & Sequence, class and homework assignments and to share grade level information.*

### **IV. School News**

- Interviewing potential candidates for 4<sup>th</sup> & 5<sup>th</sup> grade bilingual science teachers.
- Interviewing potential candidates for Office Clerk position.
- Interviewing potential candidates for substitute teacher positions. Still particular need for bilingual subs.
- Several K-5 teachers attended training for Everyday Math and Journeys ELA programs.
- Hispanic Heritage Month September 15 - October 16 teachers working on activities in the classroom and are preparing for a school wide presentation October 16<sup>th</sup>. Dr. Carrasco spoke with our 3<sup>rd</sup>-5<sup>th</sup> grade students about her Hispanic heritage during our October 2<sup>nd</sup> assembly.
- Elementary PTO elections will take place October 22<sup>nd</sup> for PTO positions. Several dedicated volunteers are working to make this happen.
- The Parent-School Event on Thursday September 19<sup>th</sup> at McDonalds Green Oaks & I 20 was a great success, parent, grandparents, students, teachers and administration enjoyed an evening together.