

Dripping Springs Elementary

Campus Improvement Plan 2016-2017



District Vision

We inspire and equip students to be life-long learners and positive contributors to the world.

District Mission

We partner with students, parents, and the community to provide a personalized and exceptional education for every student.

Five-Year Vision

Dripping Springs ISD serves as a model 21st Century learning environment. Faculty and students are committed to life-long learning through creative and innovative thinking. Together they take risks and explore passions. Each student is part of a team focused on creating, implementing, assessing, and modifying a unique plan to maximize potential. These personalized plans have a global focus and create a growth mindset. Students develop a 21st Century skillset through the integration of curricular and extracurricular programs. The culture reflects a commitment to everyone's realization of maximum potential. The operation of the district is effective and efficient in the delivery of a safe, nurturing environment for all.

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Assistant Principal, Dripping Springs Elementary School

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Jennifer Murray

Principal, Walnut Springs Elementary School
Assistant Principal, Walnut Springs Elementary School

Name Needed
Name Needed
Eric Fredrickson
Hank Weikert

Principal, Dripping Springs Middle School
Assistant Principal, Dripping Springs Middle School
Assistant Principal, Dripping Springs Middle School
Assistant Principal, Dripping Springs Middle School

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Athena Corby
Michael Norton
Joe Green

Principal, Dripping Springs High School
Assistant Principal, Dripping Springs High School
Assistant Principal, Dripping Springs High School
Assistant Principal, Dripping Springs High School

Acknowledgements

The DSISD District Improvement Plan was developed around the 2016-2021 DSISD Strategic Plan, the DSISD Portrait of a Graduate, and the DSISD Learning Model. The planning process was facilitated by the 2015-16 District Advisory Council and the District Visionary Leaders. Principals are responsible for using a similar process with the involvement of their Campus Advisory Councils to develop their campus plans. We would like to acknowledge the following people for their efforts on this plan:

District Advisory Council Elected Membership –Teachers

Elementary Representatives	Middle School Representatives	High School Representatives
Sheri Crossett	Jenny Aldrete	Jeff Bixby
Lindsey Kaiser	Jason Haydon	Tom Gabrielson
Gay Klassen	Alex Shindeldecker	Jennifer Riddlebarger
Michael Kryszak	Loren Welles	Derek Woods
Sarah Mulvahill		
Sarah Pitts		
Kari Potter		
Megan Smith		
Laura Taylor		

District Advisory Council- Other Professional Staff

Elementary Representatives	Middle School Representatives	High School Representatives	District Representatives
Traci Henze	Hank Weikert		Bruce Gearing
Mandy Sargent			Diane Flaim
Jennifer Murray			Rhonda Whitman
			Cindi Wade

District Advisory Council Selected Parents, Community Member, Business Members

Parent Representatives	Community Representatives	Business Representatives
Tara Ballard	Melva Codina	Todd Purcell
Kristy Franta	Tommy Cowan	
Martin Garza		

Campus Advisory Council Selected Professional Staff, Parents, Community Members and Business Members

Professional Staff	Parents	Community Members	Business Members
Kellie Raymond	Catherine Johnson	Chrissi McMullen	Skyla Badger
Leslie Talamantes	Aubrey Munguia (PTA Representative)	Kathy Clark	Dimetreos Badger
			Gerald Sherrill
PK/K-Jessica Struchen			
1st-Megan McAdams			
2nd-Kristen Griffin			
3rd-Bridgett Munn			
4th- Kari Ketter-Matter			
5th-Victoria Kelley			
Sped/Specials-Molly McFee			

PORTRAIT OF A GRADUATE

Dripping Springs ISD is committed to providing an environment that encourages all students to approach each day with eager anticipation of the learning opportunities to be experienced. These opportunities will provide them with the skills, knowledge, and confidence to build and maintain relationships, to be contributing members of society, and to accomplish their visions and aspirations. Each graduate will have the following characteristics:

A LIFELONG LEARNER

who continuously seeks knowledge and information to use for setting and attaining goals, who constantly evaluates and monitors, who is open to alternatives for investigation, and who remains flexible and adaptive to change.

AN ACCOMPLISHED COMMUNICATOR

who possesses and effectively uses the levels of communication skills prescribed by today's multi-faceted and rapidly changing world... skills in listening, speaking, writing, reading, mathematics, and technology.

A SKILLFUL PROBLEM SOLVER

who can identify a problem using available data to organize, analyze, interpret, and predict consequences, so that problems inherent in a rapidly changing society can be solved effectively.

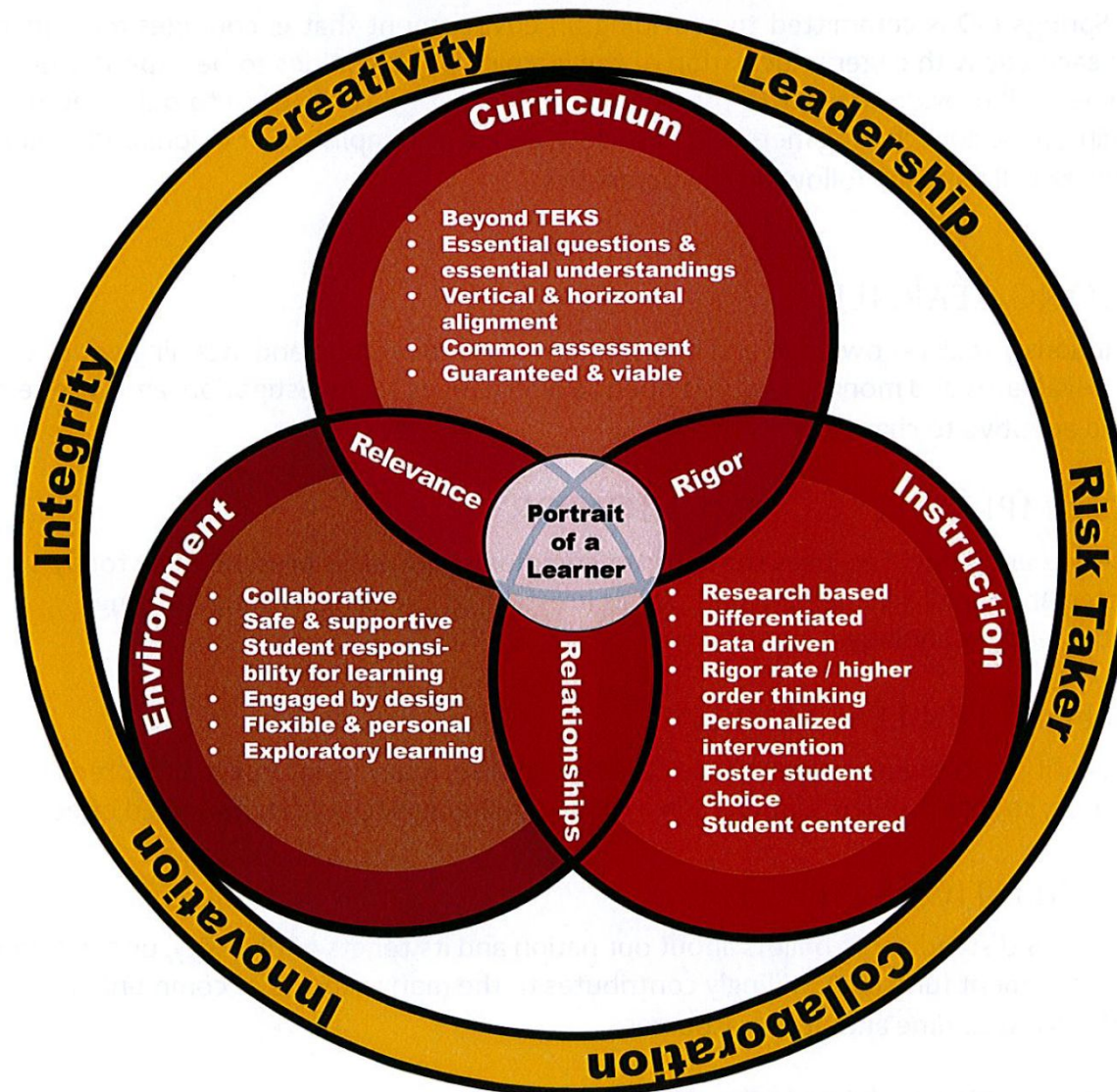
A CONSCIENTIOUS CITIZEN

who is honest and steadfast in beliefs about our nation and its tenets of diversity, understands how our government functions, willingly contributes to the many aspects of community, and responsibly manages time and other resources.

A CONTRIBUTING MEMBER OF SOCIETY

who possesses high standards for self whether leading or contributing to the successful attainment of team goals, takes pride in his own work, and is dependable and creative.

DRIPPING SPRINGS LEARNING MODEL



"We inspire and equip students to be lifelong learners and positive contributors to the world."

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.1: Implement Personalized Learning.

Strategy 4.1.1: Develop a template for the Personalized Learning Plans.

Action Plan: 4.1.1.b: Explore creating a PLP in a digital format.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus Personnel-Time Local Campus Funds	2016-17	Technology Department L & I Department	Template approved Provider selected

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.1: Implement Personalized Learning.

Strategy 4.1.3: Implement living Personalized Learning Plans.

Action Plan 4.1.3.a: Develop a communication plan to disseminate PLP information.

Action Plan 4.1.3.b: Develop a plan to educate stakeholders.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus Personnel-Time Local Campus Funds	2016-17	Director of Communications Superintendent Asst. Sup. of L & I Campus staff	FAQ provided to stakeholders Teachers utilize PLPs in instructional decision-making

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.1: Implement Personalized Learning.

Strategy 4.1.4: Mentor students to effectively and regularly use a Personalized Learning Plan.

Action Plan 4.1.4.a: Partner with students, parents, and educators to communicate, share, evaluate, and revise the PLP, especially at the critical points during Kindergarten, 5th, 6th, 8th, 9th, and 11th grades.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus Personnel-Time	2016-17	Campus Staff	PLP meetings/conferences held

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.2: Personalized Learning - Establish a culture where personalized learning drives all decision-making.

Strategy 4.2.1: Develop curriculum at all levels that is flexible in addressing individual learning needs and passions of students while meeting standards.

Action Plan 4.2.1.a: Align and understand TEKs vertically and horizontally.

Action Plan 4.2.1.b: Support and train staff in the use of integrated curriculum.

Action Plan 4.2.1.c: Implement an integrated curriculum that facilitates in-depth and sustained inquiry.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus Personnel-Time Local Campus Funds Title II Funds	2016-17	Campus Staff Instructional Facilitators Asst. Sup. of L & I	Curriculum is integrated and aligned in order to eliminate duplication Staff is trained in strategies that support personalized learning

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.2: Personalized Learning - Establish a culture where personalized learning drives all decision-making.

Strategy 4.2.2: Implement instruction at all levels that is flexible and addresses the individual learning needs and passions of students, while meeting standards.

Action Plan 4.2.2.a: Implement instruction that is driven by student's passions and interests and incorporates flexibility in learning (such as content grouping, online content, alternative choices, dual credit, internships, etc.).

Action Plan 4.2.2.b: Allocate resources needed to create a learning environment that supports student needs and addresses personalized learning.

Action Plan 4.2.2.c: Develop and empower teachers committed to effective instruction aligned with PLPs.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Professional Development Time for Teachers to learn from each other and design learning experiences Campus personnel-Time Local Campus Funds Title I Funds Title II Funds Title III Funds	2016-17	Campus leaders Teachers Asst. Sup. of L & I Technology Department Gifted & Talented Teachers	PLPs drive instruction Flexible learning environments are used regularly Staff training on personalized learning GT Program Evaluation

Goal 4: Support the vision and mission of the district by creating and implementing Personalized Learning Plans (PLP) that maximize each student's potential.

Objective 4.2: Personalized Learning - Establish a culture where personalized learning drives all decision-making.

Strategy 4.2.3: Use assessments at all levels that are flexible and address the individual learning needs and passions of students, while measuring student academic growth.

Action Plan 4.2.3.a: Use a variety of authentic assessments at specified points to measure student learning.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Time for teachers to develop authentic assessment Local Campus Funds	2016-17	Teacher Campus Leaders Instructional Facilitators Asst. Sup. of L & I	Pre and post assessments that accurately measure student learning

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.1: Develop, empower and sustain leaders who are committed to the vision and mission of the district.

Strategy 3.1.1: Hire the right people for leadership roles.

Action Plan 3.1.1.a: Identify potential leaders within the district.

Action Plan 3.1.1.b: Provide leadership opportunities for staff.

Action Plan 3.1.1.c: Support staff in exploring a range of job experiences to broaden opportunities.

Action Plan 3.1.1.d: Implement a consistent hiring process to ensure life-changing candidates are selected.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Professional Development for leaders Local Campus Funds	2016-17	District staff	List of leaders compiled List of leadership opportunities Analyze staff survey

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.1: Develop, empower and sustain leaders who are committed to the vision and mission of the district.

Strategy 3.1.2: Support leaders in setting and reaching their goals.

Action Plan 3.1.2.c: Utilize an evaluation tool that encourages professional growth as a performance measure.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Appraisal tool Professional Development on appraisal tool Local Campus Funds	2016-17	Asst. Sup. of L & I Campus Principals/APs	Appraisal utilized throughout the school year Appraisal tool adjusted

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.1: Develop, empower and sustain leaders who are committed to the vision and mission of the district.

Strategy 3.1.3: Promote communication and collaboration among leaders.

Action Plan 3.1.3.a: Establish and continue collaboration opportunities such as principal collaboration meetings, District Leadership Team, Visionary Leaders, etc.

Action Plan 3.1.3.b: Promote effective 2-way communication and support between central office and campuses/departments.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-Time Local Campus Funds	2016-17	District and campus leaders	Agendas and meeting notes District publication of accomplishments Newsletter

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.1: Develop, empower and sustain leaders who are committed to the vision and mission of the district.

Strategy 3.1.4: Empower leaders to generate innovative solutions.

Action Plan 3.1.4.b: Provide leaders with flexibility in determining most appropriate use of resources such as staffing, scheduling, etc.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-Time Local Campus Funds Title I Funds Title II Funds Title III Funds	2016-17	District and campus leaders	Staffing and budgets submitted in timely manner

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.2: Recruit and hire personnel who are committed to the vision and mission of the district.

Strategy 3.2.2: Actively recruit new employees.

Action Plan 3.2.2.a: Create well-defined job-descriptions.

Action Plan 3.2.2.f: Communicate and promote new job opportunities to current employees.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-Time	2016-17	HR Department Principals	Well defined job descriptions Recruitment research complete Internal job board completed and utilized

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.2: Recruit and hire personnel who are committed to the vision and mission of the district.

Strategy 3.2.3: Make timely budgeting and staffing decisions to allow for earliest possible recruitment to fill open positions.

Action Plan 3.2.3.b: Develop and maintain staffing ratios based on data collected.

Action Plan 3.2.3.c: Post standard positions in anticipation of need.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	HR Department Asst. Sup. of Business Principals	Staffing ratios evaluated Standard positions posted on the district website

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.2: Recruit and hire personnel who are committed to the vision and mission of the district.

Strategy 3.2.4: Develop a standard hiring process that empowers leaders to place Life Changers in every position.

Action Plan 3.2.4.a: Identify common qualities of Life Changers with input from all stakeholders.

Action Plan 3.2.4.b: Conduct interviews that incorporate performance assessments, demonstrations, and tasks.

Action Plan 3.2.4.c: Seek commitment to the district vision at hiring.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Professional Development on performance assessments Local Campus Funds	2016-17	HR Department Principals	Survey created Survey results analyzed Interview format document created and utilized

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.3: Inspire and sustain personnel who are committed to the vision and mission of the district.

Strategy 3.3.1: Create and maintain a culture and a climate that inspires employees to set and reach their goals.

Action Plan 3.3.1.a: Conduct employee satisfaction surveys.

Action Plan 3.3.1.e: Provide time and opportunities for collaboration, professional growth, and personal wellness.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local Campus Funds	2016-17	District personnel Communications Director HR Director Principals	100% participation by staff in survey

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.3: Inspire and sustain personnel who are committed to the vision and mission of the district.

Strategy 3.3.2: Celebrate and recognize Life Changers who show commitment to our vision, students, and the community as often as the opportunity arises.

Action Plan 3.3.2.a: Continue current programs that recognize employees (such as Teacher of the Year, Education Foundation Teacher of the Term, Above & Beyond) and seek additional opportunities for celebrating others.

Action Plan 3.3.2.b: Develop a system of recognizing individual growth.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local Campus Funds Title II Funds Title III Funds	2016-17	District and Campus Leaders Department heads	Recognition system is developed and utilized Survey results

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.4: Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.

Strategy 3.4.1: Cultivate professional growth for all district staff members.

Action Plan 3.4.1.a: Develop an annual plan for district and campus professional development.

Action Plan 3.4.1.b: Recruit, identify, and develop trainers to ensure quality and consistent training for new and existing staff.

Action Plan 3.4.1.c: Use an evaluation tool that encourages professional growth as a performance measure.

Action Plan 3.4.1.h: Expand training opportunities available to non-core content teachers (such as Fine Arts, LOTE, CTE).

Resources	Timeline	Staff Responsible	Evaluation Criteria
Tool that measure life changer strengths Professional Development Campus personnel-time Local Campus Funds Title II Funds	2016-17	District Leaders Teachers	Professional Development Plan in place Training provided to non-core content teachers

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.4: Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.

Strategy 3.4.2: Connect staff with learning opportunities to meet Personalized Professional Learning Plans.

Action Plan 3.4.2.a: Identify training needs for all staff by evaluating trends and surveying employees.

Action Plan 3.4.2.b: Assist staff in identifying personal training needs through conferencing and reflective questioning.

Action Plan 3.4.2.g: Ensure available professional development opportunities are well communicated to all staff.

Resources	Timeline	Staff Responsible	Evaluation Criteria
PPLPs Professional Development selected from PPLP results Local Campus Funds Title 1 Title II Funds Title III Funds	2016-17	All staff	Training modules developed and utilized Professional development trends identified Design and utilize a professional development website

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.4: Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.

Strategy 3.4.3: Structure time for flexible scheduling of professional learning experiences.

Action Plan 3.4.3.a: Initiate alternate schedules such as late-start to provide for extended professional learning and collaboration time.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Time for professional development Local Campus Funds Title II Funds	2016-17	All staff	Time for professional development built into the school day Plan development for collaboration time

Goal 3: Support the vision and mission of the district by placing a Life Changer in every position.

Objective 3.4: Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.

Strategy 3.4.4: Model best-practice and innovative instructional methods in staff development.

Action Plan 3.4.4.a: Provide a variety of models for professional growth (such as face-to-face workshops, online modules, webinars, peer-coaching, and clinical supervision).

Action Plan 3.4.4.c: Conduct post-training surveys.

Action Plan 3.4.4.d: Routinely review and update district training requirements/modules to ensure relevant and accurate methodology and content.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Professional development Trainer of Trainers PD Campus personnel-time Local District Funds Title II Funds Title III Funds	2016-17	District and Campus leaders	Post training surveys conducted and analyzed

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.1: Provide resources to support district operations.

Strategy 2.1.2: Continue to evaluate existing assets and prepare replacement plans.

Action Plan 2.1.2.a: Analyze existing assets to determine replacement schedules for equipment and instructional materials.

Action Plan 2.1.2.b: Inventory equipment and instructional materials and maintain accurate records to assist in purchasing decisions.

Action Plan 2.1.2.c: Maintain accurate asset records, maintenance logs, and warranty records in order to fully utilize available warranties.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local, State & Federal funds	2016-17	Asst. Sup. of Business Department Heads District and Campus leaders	Equipment replacement schedules and followed Inventory materials Inventory procedures developed and implemented

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.1: Provide resources to support district operations.

Strategy 2.1.3: Evaluate facilities for adequacy, maintenance and safety.

Action Plan 2.1.3.a: An internal committee will inspect and audit facilities on scheduled intervals to offer suggestions for improvements in workplace safety and security.

Action Plan 2.1.3.b: Invite third parties such as insurance carriers to review facilities for safety and security on a periodic basis.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	District Safety Coordinator Asst. Sup. of Business Principals	Safety and security team in place Third party carrier reviews completed

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.2: Develop and formalize departmental operating procedures.

Strategy 2.2.1: Develop and formalize departmental Standard Operating Procedures.

Action Plan 2.2.1.a: Analyze current procedures across all departments.

Action Plan 2.2.1.b: Work collaboratively with campus and department staff to align central office protocols with campus protocols in a manner that allows for campus autonomy but accomplishes procedural effectiveness and efficiency district-wide.

Action Plan 2.2.1.c: Ensure departmental standard operating procedures are in alignment with district policy and applicable federal and/or state regulations.

Action Plan 2.2.1.d: Finalize procedures and processes into a standardized document format that provides consistency throughout the district.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Department heads Asst. Sup. of Business Principals	Standard Operating Procedures are reviewed and aligned across the district

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.3: Implement innovative solutions to address operational challenges.

Strategy 2.3.2: Create a culture of innovation and exploration.

Action Plan 2.3.2.b: Encourage research and proof-of-concept testing.

Action Plan 2.3.2.c: Evaluate new and developing technology to further efficiencies.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local Funds	2016-17	Department heads Asst. Sup. of Business Principals, Instructional Facilitators and Facilitators of Learning and Innovation	Research and analyze data from proof-of-concept testing

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.4: Plan for growth.

Strategy 2.4.1: Identify needs as a result of growth.

Action Plan 2.4.1.b: Assess district/campus needs across the entire district annually.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	Department heads Asst. Sup. of Business Principals	Utilize data regarding growth to determine next steps in meeting district needs

Goal 2: Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.

Objective 2.4: Plan for growth.

Strategy 2.4.2: Investigate solutions appropriate to a growing entity.

Action Plan 2.4.2.a: Search for solutions that are scalable, sustainable, and manageable.

Action Plan 2.4.2.b: Look for creative ways to expand existing campuses to accommodate future growth.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local, State & Federal funds	2016-17	Department heads Asst. Sup. of Business Principals	Utilize data regarding growth to determine next steps in meeting district needs

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.1: Build trust through meaningful and positive relationships.

Strategy 1.1.1: Build trust with community by cultivating the district's positive public image.

Action Plan 1.1.1.a: Continue to work towards a customer service-based culture.

Action Plan 1.1.1.b: Promote the district's image and brand.

Action Plan 1.1.1.c: Welcome community involvement in committees and events district-wide.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	All Staff	Community attendance Use of new district logos

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.1: Build trust through meaningful and positive relationships.

Strategy 1.1.2: Build trust among established residents with students in the district.

Action Plan 1.1.2.a: Remain committed to an open and honest approach in all communication.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	All Staff	Positive community feedback

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.1: Build trust through meaningful and positive relationships.

Strategy 1.1.3: Build trust with new residents with children enrolling in the district.

Action Plan 1.1.3.a: Make families new to the district feel welcome.

Action Plan 1.1.3.b: Connect with new homeowners associations.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director Superintendent Campus leaders Department Heads	Community attendance Welcome information designed and utilized Create and utilize a narrated tutorial about DSISD Meeting logs/notes

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.1: Build trust through meaningful and positive relationships.

Strategy 1.1.4: Build trust among residents who do not have students in the district.

Action Plan 1.1.4.b: Provide opportunities for residents to connect with students.

Action Plan 1.1.4.c: Create DSISD Community Education classes, services and programs that fill a community need.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	Communications Director, Community Services Director District and Campus leaders	Community attendance Increased community partnerships

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.1: Build trust through meaningful and positive relationships.

Strategy 1.1.5: Build trust among faculty and staff.

Action Plan 1.1.5.a: Recognize value of all DSISD employees.

Action Plan 1.1.5.b: Follow Action Plans in Life-Changer goal.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Campus and District Administrators , Communications Director, Board Members, HR Director	Increased communication and camaraderie among staff members Newsletters Meeting notes Meeting attendance

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.2: Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.

Strategy 1.2.1: Communicate the district's vision and new five-year strategic plan, including the shift to personalized learning.

Action Plan 1.2.1.a: Prepare support materials to use in introduction of strategic plan.

Action Plan 1.2.1.b: Roll out the new district brand in conjunction with the strategic plan.

Action Plan 1.2.1.d: Introduce the strategic plan to the entire community.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, Principals	Completion of outline, video, brochure, website, distribution of style guide

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.2: Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.

Strategy 1.2.2: Ensure that stakeholders have opportunities to provide ongoing feedback that will be considered in district decision-making.

Action Plan 1.2.2.a: Create opportunities for stakeholder groups to share feedback via face-to-face interactions.

Action Plan 1.2.2.b: Use technology/electronic tools to collect feedback when possible.

Action Plan 1.2.2.c: Implement surveys with comment opportunities that will be analyzed and organized in a meaningful way.

Action Plan 1.2.2.d: Create opportunities for parents whose primary language is Spanish to share feedback.

Action Plan 1.2.2.e: Ensure that students' voices are heard.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, Superintendent, Visionary Leaders	Summary of feedback compiled Presentations completed at least twice annually

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.2: Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.

Strategy 1.2.3: Maintain transparency as a district priority.

Action Plan 1.2.3.a: Disseminate news and information presented in easy to understand format on a timely and ongoing basis.

Action Plan 1.2.3.b: Ensure that information is complete, accurate and easily accessible on the district website.

Action Plan 1.2.3.c: Monitor metrics that measure transparency, including those at the state level (Leadership Circle program, etc.).

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, Superintendent, Visionary Leaders	Media releases as needed Website postings are current and accurate Campus email blasts are frequent.

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.2: Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.

Strategy 1.2.4: Disseminate information using the most appropriate method.

Action Plan 1.2.4.a: Provide training for employees on available communication tools, including email etiquette.

Action Plan 1.2.4.b: Inform parents of communication tools used by teachers, schools and the district.

Action Plan 1.2.4.c: Explore opportunities to apply new technology when appropriate.

Action Plan 1.2.4.d: Provide direction for teachers on creating and maintaining web pages.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Professional development Local District Funds Title II Funds	2016-17	Communications Director, Superintendent, Visionary Leaders	Post professional development surveys Research on new technology completed 100% of teachers have websites

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.2: Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.

Strategy 1.2.5: Develop an informational campaign for bond programs.

Action Plan 1.2.5.b: Provide regular updates on planning, design and construction.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, Project Manager Administrators	Ongoing and accurate construction reports

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.3: Cultivate and manage community partnerships that are mutually beneficial.

Strategy 1.3.1: Cultivate and manage partnerships with businesses.

Action Plan 1.3.1.a: Invite businesses to make presentations for students that have real life applications (ie. bank representative presenting on financial literacy).

Action Plan 1.3.1.c: Arrange and expand internships and externships for students at local businesses.

Action Plan 1.3.1.d: Encourage business leaders to serve on advisory committees.

Action Plan 1.3.1.e: Form an internal district committee to coordinate community outreach and business connections.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, High School personnel Development Director	Increased partnerships with local business for student learning opportunities

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.3: Cultivate and manage community partnerships that are mutually beneficial.

Strategy 1.3.2: Cultivate and manage partnerships with community organizations.

Action Plan 1.3.2.a: Cultivate partnerships between DSISD and local civic organizations, neighborhood associations, churches, PTAs, Booster Clubs, etc.dashboard.

Action Plan 1.3.2.b: Seek opportunities for **new** partnerships between DSISD and local civic organizations, neighborhood associations, churches, etc.

Action Plan 1.3.2.c: Invite representatives of community organizations to serve on district/campus committees.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	Communications Director, Campus personnel, Community Services Director, Development Director	Increased partnerships with local business for student learning opportunities

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.3: Cultivate and manage community partnerships that are mutually beneficial.

Strategy 1.3.3: Cultivate and manage partnerships with retired/senior citizen community.

Action Plan 1.3.3.a: Offer volunteer opportunities for senior citizens at all campuses.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	District and campus leaders	Surveys of opportunities for seniors given and analyzed

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.4: Build systemic connections among campuses and departments that are sustainable as the district grows.

Strategy 1.4.1: Seek opportunities to build connections among staff from different campuses/departments through events.

Action Plan 1.4.1.a: Encourage all staff to be involved in/attend events district-wide.

Action Plan 1.4.1.b: Create a comprehensive yearly calendar for district-wide events (including extracurricular) to share with all and use by campuses when scheduling events to avoid conflicts.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time Local District Funds	2016-17	Communications Director, Campus personnel	District-wide event calendar is created and utilized Increased participation in district-wide events

Village Goal 1: Support the vision and mission of the district by building a culture where all members feel welcome and connected.

Objective 1.4: Build systemic connections among campuses and departments that are sustainable as the district grows.

Strategy 1.4.2: Seek opportunities to build connections among staff from different campuses/departments) through communication.

Action Plan 1.4.2.a: Communicate with employees on a regular basis about district news, programs, etc.

Action Plan 1.4.2.b: Use the term “Tiger Nation” district-wide.

Resources	Timeline	Staff Responsible	Evaluation Criteria
Campus personnel-time	2016-17	Campus Administrative Team	Use of the term, “Tiger Nation” increases across the district

Dripping Springs Elementary Needs Assessment 2016-2017

Dripping Springs ISD will meet performance standards for the following student groups in

Reading:

Hispanic, Economically Disadvantaged, Special Education

Math:

Economically Disadvantaged, Special Education

Writing:

Special Education, English Language Learners

Dripping Springs ISD will meet participation standards for the following student groups in

Math:

Economically Disadvantaged

Student Needs

- Opportunities for project based learning
- Develop higher level thinking skills
- Opportunities for personalized learning experiences across the curriculum
- Increase listening, speaking, writing, reading and oral language in English
- Increased writing opportunities across the curriculum
- Development of competencies in writing expository text
- Ability and skillset to analyze a variety of texts
- Opportunities and an environment that fosters risk-taking
- Development in vocabulary across the curriculum
- Create interpersonal skills
- Develop problem solvers

Teacher Needs

- Professional Development on the importance of creating a risk-taking classroom
- Instructional strategies and coaching on the teaching of vocabulary
- Instructional support in the area of reading, with a focus on guided reading and differentiation
- Instructional support in the area of closing math gaps based on the “7 steps to numerical fluency”
- Instructional support in the delivery of writing instruction, especially in the area of expository writing
- Instructional support with the use of pre-assessments to guide instruction in the classroom
- Instructional support with utilizing summative assessment results to guide/improve instruction
- Instructional support in the area of personalized learning

- Positive behavior support of students
- Instructional support in integrating technology across the curriculum
- Technology resources, such as ipads, laptops, software, Mimio Boards

Community Needs

- Need for all school communication to be in Spanish
- Parent training on how to support students at home academically and behaviorally
- Mentors for students and continued development of Watch DOGS program

Dripping Springs ISD State and Federal Requirements 2016-2017

State and Federal Requirements
<p>Objective 1: Continuously improve district performance on each state (TAPR) and federal (AYP) accountability rating systems' performance criteria and increase understanding of social issues that impact student success.</p>
<p>Strategies will include, but are not limited to:</p> <p>Vary instructional methods that address individual students needs.</p> <p>Social skills training: suicide prevention, conflict resolution, dating violence, dropout prevention.</p> <p>Career education for all students.</p> <p>Technology will be integrated in order to support learning.</p> <p>Professional development: suicide prevention, dating violence awareness, dropout prevention, reading and math interventions, writing interventions, academic acceleration, discipline management.</p> <p>Services to the homeless student</p> <p>Provide information to Middle School and High School parents, counselors and students:</p> <ul style="list-style-type: none">-higher education admissions and financial aid opportunities and sources-The TEXAS and the Teach for Texas grant programs-Post high school readiness-Pregnancy related services