

IMPROVEMENT PLAN
Dulce Independent Schools

PROGRESS: 23%
(19 of 83 Action Items Complete)

The following report is filtered by active items, all statuses, all funding sources, and all tags.

GOAL
Transformation Model

Reinforce Middle School Alternative Governance Plan as evidenced by full implementation and support throughout the school year, leading to increased student achievement on NWEA and SBA.

Filing Cabinet Count 0
SEA Resources Available 1

STRATEGY
Reinforcing Plan Through Quarterly Meetings

All administrators will provide data indicating model implementation at each required quarterly meeting.

Filing Cabinet Count 0

GOAL
Reading/Language Arts Proficiency

For the 2011 SBA, 80% of students will increase their correct responses by 10% or more over the 2010 SBA results.

Filing Cabinet Count 0
SEA Resources Available 0

Actual: \$410,000.00

STRATEGY
Identify Student Needs Based On Data

100% of the instructional staff will receive professional development in disaggregating data from NWEA and SBA to drive instruction beginning August and ongoing throughout the year, as evidenced by attendance and worksheet completion.

Filing Cabinet Count 0

ACTION STEP
Data Warehouse Development

Incorporate district-wide a data warehouse for administrative and teacher use as they gather, disaggregate and analyze student data.

Status In Progress 03/24/2011
 Persons Responsible Karen Dixon
 Tags AGP, SIG, Tech, PD
 Filing Cabinet Count 0

Start Date 04/04/2011
 End Date 08/01/2011
 Timeline Notes Investigate data warehouse programs within the next month.
 Administrative training - immediately
 Teacher training - August 2011

Estimated Cost \$50,000.00

ACTION STEP

Reinforce Data Analysis

Provide ongoing professional development in data driven decision making to impacting student learning.

Status In Progress 04/19/2011

Persons Responsible

Tags AGP, SIG, SPED, Tech, PD

Filing Cabinet Count 0

Start Date 06/06/2011

End Date 05/04/2012

Timeline Notes Ongoing

Estimated Cost \$65,000.00

STRATEGY

Reinforce Response to Interventions

100% of the instructional staff will receive professional development in RTI beginning June 2011 and ongoing throughout the year, as evidenced by attendance and worksheet completion.

Filing Cabinet Count 0

ACTION STEP

Reinforce RTI with Instructional Staff

Ongoing professional development in the use and implementation of Response to Interventions techniques.

Status Not Begun 03/24/2011

Persons Responsible Tags

AGP, SIG, SPED, Tech, PD

Filing Cabinet Count 0

Start Date 06/06/2011

End Date 05/04/2012

Estimated Cost \$65,000.00

STRATEGY

Identify Inverventions to Meet Student Needs

100% of the instructional staff will implement direct explicit instruction/differeniated instruction as evidenced in daily/unit/weekly lesson plans throughout the school year 2011-2012.

Filing Cabinet Count 0

ACTION STEP

Setting Objectives for RTI Implementation

100% of the instructional staff will show evidence of incorporating RTI within their lesson plan by the end of August 2011.

Status In Progress 04/19/2011

Persons Responsible

Tags AGP, SIG, Tech, PD

Filing Cabinet Count 0

Start Date 06/06/2011

End Date 05/04/2012

ACTION STEP

National Differentiated Instruction Conference

Several teachers and administrators will participate in the 2011 National Differentiated Conference in Las Vegas, Nevada during the summer of 2011. Teachers and administrators will attend break-out seminars on strategies and techniques to differentiate instruction in their classrooms.

Status	In Progress 04/19/2011
Persons Responsible	Karen Dixon, Liz Garcia
Tags	ELL, SPED, IndianEd, PD
Filing Cabinet Count	0

Start Date	06/01/2011
------------	------------

End Date	07/30/2011
----------	------------

Estimated Cost	\$15,000.00
----------------	-------------

STRATEGY
**Reinforcing Literacy
Throughout The District**

100% of students, scoring two grade levels or more below grade level on the NWEA will receive intensive remediation in the classroom and after school/summer programs (21st CCLC, K-3 Plus, GEAR UP), will increase their grade level by two or more levels by the end of school year 2011-2012

Filing Cabinet
Count 0

ACTION STEP
Six Traits Writing

Writing across the curriculum

Status In Progress 09/23/2010
Persons Responsible
Tags ELL, SPED, IndianEd, PD
Filing Cabinet Count 0

Start Date 08/03/2010
End Date 05/31/2011

STRATEGY
**MacGraw-Hill/MacDougal
Littell/Treasures**

MacGraw-Hill/MacDougal Littell/Treasures

Filing Cabinet
Count 0

ACTION STEP

Treasures

Dulce Independent Schools purchased the Treasures Reading program for both the elementary and the middle school.

Status	Completed 09/23/2010
Persons Responsible	Karen Dixon
Tags	REVISED, AGP, 2010-2011, ELL, SPED, IndianEd
Filing Cabinet Count	0

Start Date	08/09/2010
End Date	05/28/2011

Estimated Cost	\$75,000.00
----------------	-------------

ACTION STEP

Adoption of DMS/DHS Core Reading Program

Dulce Independent Schools purchased for the Middle School and Dulce High School a core reading program for implementation during the 2010-2011 school year. McDougal/Littell is aligned with NM Standards and Benchmarks. Goals are to increase SBA reading proficiency.

Status	Completed 01/14/2011
Persons Responsible	
Tags	REVISED, AGP, 2010-2011, ELL, SPED, IndianEd, Parent, PD
Filing Cabinet Count	0

Start Date	08/09/2010
End Date	05/27/2011

Estimated Cost	\$75,000.00
----------------	-------------

STRATEGY

Identifying Technology to Enhance Learning

By August 2011, instructional staff will use laptops, desktops, and other automated instructional tools to enhance instruction as evidenced by classroom walkthroughs.

Filing Cabinet Count 0

ACTION STEP

Implementing Technology Plan

Implement the district technology plan

Status Not Begun 03/24/2011

Persons Responsible Karen Dixon

Tags AGP, SIG, SPED, Tech, PD

Filing Cabinet Count 0

Start Date 05/01/2011

End Date 05/04/2012

Timeline Notes Review budget after Spring Budget Meeting
 Order laptops by end of May 2011
 Training on use of instructional useage

Estimated Cost \$65,000.00

GOAL

Mathematics Proficiency

For the 2011 SBA, 80% of students will increase their correct responses by 10% or more over the 2010 SBA results.

Filing Cabinet Count 0

SEA Resources Available 0

Actual: \$50,000.00

STRATEGY

**Identify Student Needs
Based On Data**

100% of the instructional staff will receive professional development in disaggregating data from NWEA and SBA to drive instruction beginning August and ongoing throughout the year, as evidenced by attendance and worksheet completion.

Filing Cabinet
Count 0

ACTION STEP

Data Warehouse Development

Incorporate district-wide a data warehouse for administrative and teacher use as they gather, disaggregate and analyze student data.

Status In Progress 03/25/2011
Persons Responsible Karen Dixon
Tags AGP, SIG, ELL, SPED, Tech, PD
Filing Cabinet Count 0

Start Date 04/04/2011
End Date 08/01/2011
Timeline Notes Investigate data warehouse programs within the next month.
Administrative training - immediately
Teacher training - August 2011

Estimated Cost \$50,000.00

ACTION STEP

Reinforce Data Analysis

Provide ongoing professional development in data driven decision making to impacting student learning.

Status Not Begun 03/25/2011
Persons Responsible Karen Dixon
Tags AGP, SIG, SPED, Tech, PD
Filing Cabinet Count 0

Start Date 06/06/2011
End Date 05/04/2012
Timeline Notes Ongoing

STRATEGY

Reinforce Rspose to Interventions

100% of the instructional staff will receive professional development in RTI beginning 2011 and ongoing throughout the year, as evidenced by attendance and worksheet completion

Filing Cabinet Count 0

ACTION STEP

Reinforce RTI with Instructional Staff

Ongoing professional development in the use and implementation of Response to Interventions techniques.

Status In Progress 03/25/2011

Persons Responsible Karen Dixon

Tags REVISED, CLASS, AGP, HSTW, 2010-2011, SIF, SIG, SIG, SPED, Tech, PD

Filing Cabinet Count 0

Start Date 06/06/2011

End Date 05/04/2012

STRATEGY

Identify Interventions to Meet Student Needs

100% of the instructional staff will implement direct expicit instruction/differeniated instruction as evidenced in daily/unit/weekly lesson plans throughout the school year 2011-2012.

Filing Cabinet Count 0

ACTION STEP

Setting Objectives for RTI Implementation

100% of the instructional staff will show evidence of incorporating RTI within their lesson plan by the end of August 2011.

Status Not Begun 03/25/2011
Persons Responsible Karen Dixon
Tags AGP, SIG, SPED, Tech, PD
Filing Cabinet Count 0

Start Date 06/06/2011
End Date 05/04/2012

ACTION STEP

2011 National Differentiated Conference

Several teachers and administrators will participate in the 2011 National Differentiated Conference in Las Vegas, Nevada during the summer of 2011. Teachers and administrators will attend break-out seminars on strategies and techniques to differentiate instruction in their classrooms.

Status	In Progress 04/19/2011
Persons Responsible	Karen Dixon, Liz Garcia
Tags	ELL, SPED, IndianEd, PD
Filing Cabinet Count	0

Start Date	06/01/2011
------------	------------

End Date	07/30/2011
----------	------------

STRATEGY

**Reinforcing Literacy
Throughout the District**

100% of students, scoring two grade levels or more below grade level on the NWEA will receive intensive remediation in the classroom and after-school programs, will increase their grade level by two or more levels by the end of the school year 2011-2012.

Filing Cabinet
Count 0

STRATEGY

Identify Technology to Enhance Learning

By August 2011, instructional staff will use laptops, desktops, and other automated instructional tools to enhance instruction as evidenced by classroom walkthroughs.

Filing Cabinet Count 0

GOAL

HQ Teachers and Para-Professionals

By the end of the 2011 school year, 100% of teachers will have received training in the NM 3-Tiered Teacher Licensing System.

Filing Cabinet Count 0

SEA Resources Available 0

Actual: \$12,236.00

STRATEGY

Evaluation process

Formative and summative evaluations by administration to assess teacher performance at specific teacher licensure levels

Filing Cabinet Count 0

STRATEGY
Historical Perspectives of the Jicarilla Apache

Professional development opportunity for teachers and parents will provide participants with an understanding and appreciation of the Jicarilla History and Culture.

Filing Cabinet Count 0

ACTION STEP
Historical Perspective of the Jicarilla Apache

Professional development opportunity for teachers and parents will provide participants with an understanding and appreciation of the Jicarilla History and Culture.

Status Completed 04/19/2011
 Persons Responsible Liz Garcia
 Tags ELL, SPED, IndianEd, Parent
 Filing Cabinet Count 0

Start Date 02/16/2011
 End Date 03/24/2011
 Timeline Notes Professional development opportunity for Dulce Independent Schools staff members and parents.

Estimated Cost \$5,000.00

STRATEGY
Mentoring program

Promotes retention of highly qualified new teachers through collaborative support by staff

Filing Cabinet Count 0

ACTION STEP
New Teacher Center

Mentor Coordinator attend the New Teacher Center's Symposium on Teacher Inductdion training in San Jose, CA

Status Completed 04/19/2011

Persons Responsible Karen Dixon, Clifford Tompson

Tags SPED

Filing Cabinet Count 0

Start Date 01/30/2011

End Date 02/01/2011

Timeline Notes Prelude to summer mentor training for DISD mentors.

Estimated Cost \$2,236.00

STRATEGY

PDD training will be provided in SY 10-11

100% of qualified teachers will be provided 1.5 days of professional development by November 30, 2010 in preparation for a December 2010 and/or February 2011 submission. Ongoing teacher support regarding the dossier will be provided throughout the 2010-2011 school year.

Filing Cabinet Count 0

STRATEGY

PDP

PDP All staff will participate in the professional development process

Filing Cabinet Count 0

STRATEGY

**PDP designs school
professional development
plans**

By November 1, 2010, 100% of the district
-wide PDPs will be disaggregated and
identify Competencies and Objectives
which will refine school year professional
development opportunities and outline
summer work sessions.

Filing Cabinet Count 0

STRATEGY

**Professional Development
in DEI and RTI**

95% of the Middle School staff will attend a week-end working retreat to learn skills and knowledge to implement Direct Explicit Instruction and RTI.

Filing Cabinet
Count 0

ACTION STEP

Mid School DEI and RTI Retrea

100% of Middle School staff and teachers participated in a retreat to learn how to implement Direct Explicit Instruction and Response To Intervention

Status Completed 11/16/2010
Persons Responsible Karen Dixon
Tags REVISED, AGP, 2010-2011, PD
Filing Cabinet Count 0

Start Date 11/06/2010

End Date 11/07/2010

Estimated Cost \$5,000.00

STRATEGY

Three Tiered Training for Teachers

Assistant Superintendent will provide training to all teachers on the three tiered system for continuous classroom improvement.

Filing Cabinet Count 0

STRATEGY

Walk-through observations

Walk-through observations to monitor fidelity of instruction, effective teaching strategies, and student learning to the curriculum

Filing Cabinet Count 0

GOAL

Proficiency in English for ELLs

English Language Learners will increase proficiency in language acquisition as measured by ACCESS for ELLs and W-APT (placement test).

Filing Cabinet Count 0

SEA Resources Available 0

Actual: \$214,500.00

STRATEGY

ELL Instructional Interventions

High School - Read 180
 Middle School - Read 180, ACCESS for ELLs
 Elementary School - Treasures ELL, Read 180, Marzano Vocabulary Development
 Encouragement of TESOL endorsement for staff members
 Using ACCESS for ELLs teachers will utilize NM English Language Standards to differentiate instruction in all content areas
 After school and summer school ELL interventions for all participants

Filing Cabinet Count 0

ACTION STEP

ELL Instruction at Dulce Independent Schools

Dulce Elementary School,
 Dulce Middle School,
 Dulce High School.

Each site has implemented READ 180 and System 44 to assist teachers with ELL instruction.

Status Completed 01/14/2011
 Persons Responsible Liz Garcia
 Tags REVISED, AGP, 2010-2011, ELL
 Filing Cabinet Count 0

Start Date 08/09/2010
 End Date 05/27/2011
 Timeline Notes During 2010-2011 School Year and 2011 Summer Programs.

Estimated Cost \$150,000.00

ACTION STEP

Heritage Bilingual Program

All ELL students identified by ACCESS for ELLs and W-APT will receive an additional hour of English language instruction from a TESOL or Bilingual endorsed teacher.

Status Completed 01/14/2011
Persons Responsible Liz Garcia
Tags REVISED, AGP, 2010-2011, ELL
Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/28/2011

Estimated Cost \$50,000.00

STRATEGY

**Implement effective ELL
Instructional Strategies**

Employ relevant best practice/high yield strategies to improve ELL reading and comprehension.

Filing Cabinet Count 0

ACTION STEP

Effective ELL Instruction

Dulce Independent Schools will provide continuous professional development to all staff on principles of language acquisition and Bilingual Multicultural Education. WIDA provided Working with ELLs and ELD Standards Training in June 2010. Additionally, four ELL teachers will participate in the northwest Language Development Conference in Farmington on September 25, 2010, sponsored by NMABE. Other NMABE and WIDA professional development sessions will be offered to staff members during the 2010-2011 school year. A Title III/Bilingual professional development plan will be submitted to PED during this school year to address ELL instructional needs.

Status	Completed 01/14/2011
Persons Responsible	Liz Garcia
Tags	REVISED, AGP, 2010-2011, ELL
Filing Cabinet Count	0

Start Date	06/07/2010
End Date	05/27/2011
Timeline Notes	2010-2011 school year and summe program.

Estimated Cost	\$5,000.00
----------------	------------

ACTION STEP

Implementatiion of NM ELD Standards

Teachers will utilize NM English Language Development Standards during their instruction to meet the academic and linguistic needs of their English Language Learners. The English language proficiency test, ACCESS for ELLs, will assess the domains of listening, speaking, reading, and writing and is linked to these content standards. Copies of NM English Language Development Standards were provided to each teacher at the beginning of the 2010-2011 SY for implementation of ELL strategies in classrooms. This handbook provides our teachers with a resource to enable ELL students to acquire the language requirements needed to succeed linguistically and academically.

Status	Completed 01/14/2011
Persons Responsible	Liz Garcia
Tags	2010-2011, ELL, PD
Filing Cabinet Count	0

Start Date	08/02/2010
End Date	05/27/2011

Estimated Cost	\$3,000.00
----------------	------------

ACTION STEP

Regular Goal/Grade Level Staff Meetings

At each school site, regular staff meetings will be provided to review progress of ELL students. Staff will identify and implement strategies for students in need of improvement.

Status	In Progress 09/23/2010
Persons Responsible	Liz Garcia
Tags	REVISED, AGP, 2010-2011, ELL, PD
Filing Cabinet Count	0

Start Date	08/09/2010
End Date	05/27/2011
Timeline Notes	SY 2010-2011

ACTION STEP

Test Accommodation Training for Teachers

Training will be provided to teachers by District Test Coordinator and Special Education Director on the use of accommodations for instruction and assessment of eligible ELL students at school sites.

Status	Completed 04/19/2011
Persons Responsible	Liz Garcia, Clifford Tompson
Tags	2010-2011, ELL, SPED, PD
Filing Cabinet Count	0

Start Date	09/20/2010
End Date	03/11/2011
Timeline Notes	2010-2011 SY

STRATEGY

NM Association of Bilingual Ed Conference

ELL and Jicarilla Language teachers and site administrators will participate in the annual NM Association of Bilingual Education Conference in Albuquerque from May 11-14, 2011. This professional development experience will train teachers in ELD Standards, ELL teaching strategies, Native language instruction, and other topics related to ELL students and their needs.

Filing Cabinet Count	0
----------------------	---

ACTION STEP

NM Assoc for Bilingual Ed Conference

ELL and Jicarilla Language teachers and site administrators will participate in annual NM Association for Bilingual Education Conference in Albuquerque from May 11 to May 14, 2011. This conference will provide professional development opportunities in ELD Standards, ELL teaching strategies, implementation of Jicarilla language bilingual programs, and other topics related to teaching ELL students and the Heritage Bilingual Program.

Status	In Progress 03/31/2011
Persons Responsible	Liz Garcia
Tags	ELL, SPED, IndianEd, Parent, PD
Filing Cabinet Count	0

Start Date	05/11/2011
End Date	05/14/2011

Estimated Cost	\$3,000.00
----------------	------------

ACTION STEP

NMABE Conference

ELL and Jicarilla language teachers and site administrators will participate in this professional development opportunity to improve implementation of the Heritage Bilingual Program.

Status	In Progress 03/31/2011
Persons Responsible	Liz Garcia
Tags	ELL, SPED, IndianEd, Parent, PD
Filing Cabinet Count	0

Start Date	05/11/2011
End Date	05/14/2011

Estimated Cost	\$3,500.00
----------------	------------

GOAL

**Safe, Drug-free Schools
Conducive to Learning**

Goal: Safe, Drug-free Schools Conducive to Learning: The school year 2010-2011 will be well below the national and state average in incidents reported by the end of the school year. The incidents will be reported/recorded as journal entries on Power-school.

Filing Cabinet Count	0
SEA Resources Available	0

STRATEGY
District Safe School Team

Description: District will develop a team to review programs that are aimed at creating a healthy school environment and review current policies to ensure that the policy is meeting the needs of the schools.

Filing Cabinet Count 0

ACTION STEP
Social Skills Development

Action: A team put together by the district superintendent will dwell into programs that are designed to teach kids at the elementary through 12th grade the proper behavior needed in society and how to deal with situations that occur. Sample programs are Lions Quest, Peacemakers, Character Counts, etc. The team will be established and in place by Nov 2010 and a goal of having a program accepted district wide before schools end.

Status In Progress 09/24/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/27/2011

STRATEGY
School Resource Officer

Description: A uniformed officer of the Jicarilla police department who is visible at all school sites will also be the liaison between law enforcement and the schools. The officer will work with guidance counselors, student support staff, and administrators in developing and implementing programs that are preventive measures.

Filing Cabinet Count 0

ACTION STEP

DARE program

SRO officer implements the DARE program at the elementary.

Status In Progress 01/17/2011

Persons Responsible

Tags REVISED, AGP, 2010-2011, ELL, SPED, IndianEd

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/27/2011

ACTION STEP

School Resource Officer:DARE

Action: The SRO will provide ongoing D.A.R.E. programs to the elementary and middle school students throughout the school year. The schools will provide sufficient time and space to conduct these classes.

Status In Progress 09/24/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/27/2011

ACTION STEP

School Resource Officer: GREAT

Action: The SRO will provide ongoing G.R.E.A.T. programs to the middle school and high school students throughout the school year. The schools will provide sufficient time and space to conduct these classes.

Status In Progress 09/24/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/27/2011

STRATEGY

Strategy: Student Hand Books

Description: Each school site will develop and implement student hand-books that reflect a fair and equitable set of procedures that are applicable to all members of the school.

Filing Cabinet Count 0

ACTION STEP

Student Handbook

Action: Dulce Independent Schools have implemented a comprehensive student hand book with detailed guidelines for establishing a safe (free from harassment, bullying, intimidation, secret societies, etc) and drug free environment for students and staff to follow. The hand books prescribe the appropriate attire and behavior acceptable to all at the school sites. With little variance in areas specific to that school, the specific areas covering attire and acceptable behavior is the same. All administrators are responsible for the update and changes as necessary.

Status Completed 01/17/2011

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/27/2011

GOAL

To implement the Transformation Model.

A rigorous intervention model that the LEA has agreed to implement fully and effectively in each school that the LEA commits to serve.

Filing Cabinet Count 10

SEA Resources Available 0

STRATEGY
**TRANSFORMATION Model
Evaluation**

Specific Actions that will be utilized to evaluate the fidelity and effectiveness of the strategies of the Transformation Model.

Filing Cabinet Count 0

STRATEGY
**New governance
structure/Turnaround**

To establish necessary elements in the new governance structure of the Turnaround School.

Filing Cabinet Count 0

ACTION STEP

Dulce Middle School Evaluation and Assessment

Focused staff evaluation and assessment monitored quarterly

Status In Progress 01/14/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG, PD
 Filing Cabinet Count 2

Start Date 08/01/2010
 End Date 05/31/2011

Tasks 0 of 3 Complete

Staff Evaluation and Assessment Focused staff evaluation will be implemented, using state forms for formative and summative evaluations.	In Progress	Due 8/1/2010 Karen Dixon (District)
Identification of staff not proficient Staff identified unsatisfactory will be put on growth plans and monitored throughout the year.	Not Begun	Due 5/31/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
PGP Plans If growth plans are not met by the end of the academic school year, staff will be replaced, following Union guidelines.	Not Begun	Due 5/31/2011 Clifford Tompson (District) - Dr. Rose Rooth (District)

ACTION STEP

Turnaround Principal

Hire trained building principal to implement the turnaround intervention initiatives

.....
Status Completed 01/14/2011
Persons Responsible Karen Dixon
Tags SIG
Filing Cabinet Count 0
.....

Start Date 04/05/2010

End Date 08/02/2010

Timeline Notes
4/5/10 Grant Awarded.
5/3/10 Turnaround Principal Posting
5/17/10 Posting Closes
6/7/10 Interview Process Begins
7/1/10 Candidate Hired
8/1/10 Contract Begins

STRATEGY

Support to building principal

To provide flexibility and support to the building Principal that will serve to substantially improve student achievement outcomes and increase high school graduation rates.

.....
Filing Cabinet Count 0
.....

ACTION STEP

Dean of Students

Dean of students will assist the middle school principal with student behavior and counseling.

Status Retired 01/14/2011
Persons Responsible Karen Dixon
Tags REVISED, AGP, 2010-2011, SIG
Filing Cabinet Count 0

Start Date 08/01/2010
End Date 06/01/2011

Tasks 0 of 1 Complete

Hire Dean of students	Retired	Due 6/15/2010
Hire a dean of students for the middle school		Karen Dixon (District)

ACTION STEP

Flexible Middle School Scheduling

New Middle School Principal, school based leadership team with the corporation of Union have the flexibility to design a middle school schedule that is in the best interest of all stakeholders.

Status Completed 01/14/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/12/2010
 End Date 05/27/2011

Tasks 0 of 2 Complete

<p>Staff and Community Survey Conduct a staff and community survey to receive input on student academic needs.</p>	Not Begun	Due 5/3/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
<p>Principal and Counselor Collaboration Principal and counselor will be given flexibility to design schedules to address the student academic needs.</p>	Not Begun	Due 7/30/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)

ACTION STEP

Social Worker

The Social Worker will work with district administration in developing a Social-Emotional learning program for the Middle School students.

Status Retired 01/14/2011
 Persons Responsible
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 05/07/2010
 End Date 08/09/2010

Tasks 0 of 2 Complete

Hire Social Worker We will attempt to hire a social worker.	Not Begun	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
Professional Development Administrators will give direction as to the goals of the district and how we plan to address student needs.	Not Begun	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)

ACTION STEP

PD Coordinator

This Dulce Administrator will coordinate & oversee the planning and implementation of the PD actions associated with the Dulce MS Transformational Model.

Status Retired 01/14/2011
 Persons Responsible
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 05/07/2010
 End Date 05/31/2011

Tasks 0 of 2 Complete

Hire P.D. Coordinator Advertise and hire P.D. Coordinator	Not Begun	Due 5/7/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
P.D. Coordinator- Professional Development This administrator will coordinate and oversee the [planning and implementation of P.D.	Not Begun	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)

ACTION STEP

Instructional Coaches

Hiring instructional Coaches in both reading and math to monitor and coach staff on the implementation of High Yield Strategies.

Status In Progress 01/14/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 08/02/2010

Tasks 0 of 1 Complete

Faculty and Staff Resources
 Individual instructional coaches will help classroom teachers design lessons, model, and differentiate instruction to improve individual academic needs.

Not Begun Due 8/1/2010
 - Clifford Tompson (District)
 Dr. Rose Rooth (District)

ACTION STEP

CCI Support

CCI support from outside vendor to provide training and on-going support for CCI infrastructure.

Status Not Begun 03/11/2010
 Persons Responsible Dr. Rose Rooth, Clifford Tompson
 Tags REVISED, SIG
 Filing Cabinet Count 0

Start Date 04/26/2010
 End Date 05/20/2011

Tasks 0 of 1 Complete

Shiple's and Associates

In collaboration with Shiple's we will work to design the professional development calendar for the 2010-2011.

In Progress

Due 8/1/2010
 - Clifford Tompson (District)
 Dr. Rose Rooth (District)

STRATEGY

Teacher/Leadership effectiveness

Measures the District will take in developing teacher and school leader effectiveness.

Filing Cabinet Count 0

ACTION STEP

Dulce Middle School Staff Assessment

Focused staff evaluation and assessment

Status	In Progress 01/17/2011
Persons Responsible	Karen Dixon
Tags	REVISED, AGP, 2010-2011, SIG
Filing Cabinet Count	1

Start Date	04/12/2010
End Date	05/27/2011

ACTION STEP

Continuous Improvement Infrastructure

Goals team will meet on weekly schedule to analyze data in order to affect student achievement.

Status	Completed 01/17/2011
Persons Responsible	Karen Dixon
Tags	SIG
Filing Cabinet Count	0

Start Date	07/26/2010
End Date	05/20/2011

ACTION STEP

Short Cycle Assessment

Nine weeks MAPS assessment based on NM standards in order to address instructional challenges to give staff and students timely feedback.

Status	In Progress 01/17/2011
Persons Responsible	Liz Garcia
Tags	REVISED, AGP, 2010-2011
Filing Cabinet Count	0

Start Date	08/09/2010
End Date	05/20/2011

ACTION STEP

Evaluation Criteria

1. Work with the bargaining unit to amend evaluation system directly tied to expected outcomes. 2. Design and create a monitoring system of evaluation to ensure fidelity of instruction and implementation.

Status In Progress 01/17/2011

Persons Responsible Karen Dixon

Tags SIG

Filing Cabinet Count 0

Start Date 04/06/2010

End Date 05/27/2011

STRATEGY

Effectiveness of staff

To establish competencies that will be used to measure the effectiveness of staff who will work within the turnaround environment to meet the needs of students.

Filing Cabinet Count 0

ACTION STEP

CCI/Goal teams

Continuous improvement cycles will be utilized within CCI infrastructure and goal team processes to affect student achievement in a timely manner with improved data from SCAs, classroom walk thrus, and instructional coaching initiatives.

Status In Progress 01/17/2011

Persons Responsible Karen Dixon

Tags SIG

Filing Cabinet Count 0

Start Date 07/26/2010

End Date 05/20/2011

ACTION STEP

Instructional Coaching Initiative

Instructional coaches in Reading and Mathematics will provide coaching, modeling, and timely feedback to classroom teachers focusing on high yield strategies.

Status	In Progress 01/17/2011
Persons Responsible	Karen Dixon
Tags	SIG
Filing Cabinet Count	0

Start Date	07/26/2010
End Date	05/20/2011

ACTION STEP

Walk-Through for Instructional Improvement

One page checklist with data given to monitor and coach for fidelity of instructional initiatives conducted by turnaround leader with timely feedback provided to classroom teacher.

Status In Progress 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 07/01/2011

Tasks 0 of 1 Complete

Purchase Software/Equipment	Not Begun	Due 8/1/2010
Purchase software and equipment to implement three minute walk-through		- Clifford Tompson (District) Dr. Rose Rooth (District)

STRATEGY

Recruitment and retention of staff

To recruit, replace, and retain staff with the skills necessary to meet the needs of the students in the Turnaround school.

Filing Cabinet Count 0

ACTION STEP

HQT Recruitment

We will aggressively reach out and seek all possible candidates in order to meet our community and district needs.

Status In Progress 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/19/2010
 End Date 07/01/2011

Tasks 0 of 1 Complete

Attend Educational Job Fairs Will attend job fairs ASC, Fort Lewis, UNM, NMSU, etc.	In Progress	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
--	-------------	--

ACTION STEP

Recruitment Outreach

Aggressively reach out to all possible candidate pools in order to recruit HQT and administrators to meet the needs of the Dulce school-community.

Status In Progress 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 09/01/2011

Tasks 0 of 1 Complete

Contracted Consultant Contract an outside agency to help with recruitment of teachers.	In Progress	Due 8/1/2010 Karen Dixon (District)
--	-------------	---

ACTION STEP

Staff Retention

The district is developing a plan to address the hidden costs of teaching in remote districts.
(housing upgrades, mileage incentives, licensure, endorsements stipends etc.)

Status	In Progress 01/17/2011
Persons Responsible	Karen Dixon, Naomi Vicenti
Tags	REVISED, AGP, 2010-2011, SIG
Filing Cabinet Count	1

Start Date	04/06/2010
End Date	05/31/2011

STRATEGY

Increased & Extended learning time for students.

Increased & Extended learning time for students.

Filing Cabinet Count	0
----------------------	---

ACTION STEP

4+1 Transition Plan

In order to transition to a 4+1 schedule and to get the staff, community and students acclimated; we will continue with our regular schedule and phase in hands-on-Fridays by adding 1(A) and 7(B) Fun Friday Enrichment strategies to entice students and encourage students to stay in school all day.

Status Retired 01/17/2011
 Persons Responsible Dr. Rose Rooth, Clifford Tompson
 Tags REVISED, SIG
 Filing Cabinet Count 2

Start Date 08/01/2010
 End Date 05/27/2011

Tasks 0 of 1 Complete

Hands-on Fridays	Not Begun	Due 8/1/2010
Plan and implement hand-on activities for Fun Fridays.		- Clifford Tompson (District) Dr. Rose Rooth (District)

ACTION STEP

Four Day Instructional Week

Due to district challenges on Fridays, we are proposing a four day instructional week with designated school calendar Fridays designed for student enrichment and reinforcement activities.

Status Retired 01/17/2011
 Persons Responsible Dr. Rose Rooth, Clifford Tompson
 Tags REVISED, SIG
 Filing Cabinet Count 2

Start Date 08/11/2010
 End Date 05/27/2011

Tasks 0 of 3 Complete

Survey for the 4 day work week The district will create a parent/community survey.	Not Begun	Due 3/1/2009 Clifford Tompson (District) - Dr. Rose Rooth (District)
FELCTutors Consultant Contract with outside consultant firm.	Not Begun	Due 8/15/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
Four Day week Phase In We will Phase the four day week into schedule by 2011-2012 school year.	Not Begun	Due 5/30/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)

ACTION STEP

Enrichment Fridays

Establish a program of designated enrichment Fridays to reinforce student learning with service learning activities.

Status Retired 01/17/2011
 Persons Responsible Dr. Rose Rooth, Clifford Tompson
 Tags REVISED, SIG
 Filing Cabinet Count 0

Start Date 08/11/2010
 End Date 05/27/2011

Tasks 0 of 2 Complete

Survey Staff and Community Members Survey done to design enrichment Fridays.	In Progress	Due 6/30/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
Design Schedule Design schedule for Friday. (Enrichment and fun)	Not Begun	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)

STRATEGY

Aligned curriculum

To use data to identify and implement an instructional program that is research-based and vertically aligned from one grade to the next as well as aligned with State academic standards.

Filing Cabinet Count 0

ACTION STEP

Aligned Curriculum at Dulce Middle School

Align curriculum throughout the middle school in all core subject areas.

Status In Progress 01/17/2011
Persons Responsible Karen Dixon
Tags REVISED, AGP, 2010-2011, SIG
Filing Cabinet Count 0

Start Date 05/30/2010
End Date 05/30/2011

Tasks 0 of 1 Complete

Update Curriculum Alignment meet with staff to update and complete curriculum alignment	In Progress	Due 5/1/2011 Clifford Tompson (District) - Dr. Rose Rooth (District)
--	-------------	--

ACTION STEP

Researched Based Programs

Language Arts and Math textbooks aligned to New Mexico Standards and benchmarks.

Status Completed 01/17/2011
 Persons Responsible
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 05/01/2010
 End Date 06/30/2010

Tasks 0 of 2 Complete

- | | | |
|--|-------------|--|
| Language Arts Textbooks
Research and buy textbooks to fit middle school students needs | In Progress | Due 8/1/2010
- Clifford
Tompson (District)
Dr. Rose Rooth
(District) |
| Researched Based Math Textbooks
Research and buy Math textbooks to fit student needs. | In Progress | Due 5/1/2011
- Clifford
Tompson (District)
Dr. Rose Rooth
(District) |

ACTION STEP

Tier I Researched Based Programing

Reading & Math textbook Adoption to align with Elementary Reading and Math series.

.....
 Status Completed 01/17/2011
 Persons Responsible
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 08/02/2010

Tasks 0 of 1 Complete

Establish Alignment with Elementary	In Progress	Due 5/1/2011
Start curriculum alignment between the elementary and middle school. Therefore ensuring a smooth transition		Clifford Tompson (District) - Dr. Rose Rooth (District)

ACTION STEP

Tier II & Tier III Programming

Purchase additional licenses, Read 180, A and B series and the appropriate technology to run the program.

Status Completed 01/17/2011
 Persons Responsible Liz Garcia, Naomi Vicenti
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 08/02/2010

Tasks 0 of 1 Complete

Read 180 Professional Development to train read 180 teachers	Not Begun	Due 8/1/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
---	-----------	--

STRATEGY

Job-embedded professional development

To provide staff ongoing, high-quality, job-embedded professional development that will facilitate effective teaching and learning in achieving school reform strategies.

Filing Cabinet Count 0

ACTION STEP

MS Staff Pre-Service

Five days of specific In-Service for MS staff to implement Transformational Model Initiatives.

.....
 Status Completed 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 08/02/2010
 End Date 08/06/2011

Tasks 0 of 1 Complete

Design and implement Staff Development Ensure that staff has support to implement the turnaround model.	In Progress	Due 8/30/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
---	-------------	--

ACTION STEP

Strategically Aligned PD

PDP for staff and District Professional Development calendar aligned with Marzano Strategies, Instructional Coaching, and Data Analysis Initiatives in order to Achieve Transformational Model goals.

Status Completed 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 05/27/2011

Tasks 0 of 1 Complete

Calender of Staff Development Design calender for the implementation of curriculum alignment.	In Progress	Due 8/1/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
---	-------------	---

STRATEGY

Instructional Reform Strategies

Instructional Reform Strategies.

Filing Cabinet Count 0

ACTION STEP

Continuous Classroom Improvement

Classroom PDSA and 3 min. walk-through to track fidelity and measure effectiveness. Will have monthly training for implementation of programs.

Status	In Progress 01/17/2011
Persons Responsible	Karen Dixon
Tags	REVISED, AGP, 2010-2011, SIG
Filing Cabinet Count	0

Start Date	08/11/2010
End Date	05/31/2011

ACTION STEP

Differentiate Instruction

Based on Instructional Coaches observation and coaching, PD will be individualized based on staff members PDP.

.....
 Status In Progress 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 08/11/2010
 End Date 05/27/2011

Tasks 0 of 1 Complete

<p>NWEA DeCartes Training Implement NWEA DeCartes Training to ensure teachers design lesson plans that will increase individual student achievement.</p>	<p>Not Begun</p>	<p>Due 5/30/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)</p>
--	------------------	---

ACTION STEP

High Powered Professional Development

Planned Professional Development incorporating Marzano High Yield strategies in order to incorporate align instruction with NM standards.

Status In Progress 01/17/2011
 Persons Responsible Karen Dixon
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 08/02/2010
 End Date 05/27/2011
 Timeline Notes Intensive training prior to school year with follow-up PD scheduled throughout the school year.

Tasks 0 of 1 Complete

Work with REC#2 work with the REC to ensure professional development throughout the 2010-2011 school year.	In Progress	Due 5/30/2011 - Clifford Tompson (District) Dr. Rose Rooth (District)
--	-------------	---

ACTION STEP

Instructional Coaching

Individualized coaching for MS Instructors for Math and Reading.

Status	In Progress 01/17/2011
Persons Responsible	Karen Dixon
Tags	SIG
Filing Cabinet Count	0

Start Date	08/02/2010
End Date	05/31/2011

STRATEGY
Data collection and analysis

Continuous use of student data to inform and differentiate instruction in order to meet the academic needs of individual students.

Filing Cabinet Count 0

ACTION STEP
Data System

Incorporate PowerSchool capabilities in order to track and trend data for improvement classroom instruction.

Status In Progress 01/17/2011
 Persons Responsible
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 04/06/2010
 End Date 05/27/2011
 Timeline Notes Contract would include PD designed to assist administration and staff in the analysis of data throughout the school year.

Tasks 0 of 4 Complete

Purchase Alpine Achievement Alpine achievement will be purchased to ensure we have a proper data system	Not Begun	Due 8/1/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
Data Analysis and Reporting Analysis and train teachers to understand student data.	Not Begun	Due 9/30/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)
Data Assessment Administration Schedule Design Assessment schedule for the 2010-2011 school year	In Progress	Due 8/31/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)
Monitor Data Implementation Monitor student data to improve math and reading scores.	Not Begun	Due 10/31/2010 - Clifford Tompson (District) Dr. Rose Rooth (District)

STRATEGY
Non academic support for students

Appropriate social-emotional and community-oriented services and supports for students.

Filing Cabinet
 Count 0

ACTION STEP

Community Outreach

Work with the community and Tribe to build partnerships that will benefit the students educational needs.

Status In Progress 01/17/2011
 Persons Responsible Karen Dixon, Liz Garcia, Clifford Tompson, Naomi Vicenti
 Tags REVISED, AGP, 2010-2011, SIG
 Filing Cabinet Count 0

Start Date 05/05/2010
 End Date 08/01/2010

Tasks 0 of 1 Complete

<p>Community Forum Set up community forums to ensure community that we have the student interest at heart.</p>	<p>Not Begun</p>	<p>Due 8/1/2010 Clifford Tompson (District) - Dr. Rose Rooth (District)</p>
--	------------------	--

ACTION STEP

Social-Emotional Programming

Develop an implementation plan and phase-in plan for SEL based on an assessment of district resources and need.

.....
Status In Progress 01/17/2011
Persons Responsible Clifford Tompson
Tags SIG
Filing Cabinet Count 0
.....

Start Date 04/06/2010
End Date 05/31/2011

GOAL

High School Graduation

All students will graduate with a certified high school diploma.

.....
Filing Cabinet Count 0
SEA Resources Available 0
.....

Actual: \$195,000.00
.....

STRATEGY
Attendance

Attendance will increase to 93% during the 2010 - 2011 school year.

Filing Cabinet Count 0

ACTION STEP
Attendance Checks

Daily attendance and tardy checks are being carried out by the attendance/truancy clerk to ensure students are meeting graduation requirements.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/28/2011

Estimated Cost \$35,000.00

STRATEGY
Career enhancement

Community, parents, and students are involved in exploration of careers after high school.

Filing Cabinet Count 0

ACTION STEP
Career Day

With NM GEAR UP, community, parents, students participate in a career day at the high school.

Status	In Progress 01/17/2011
Persons Responsible	Liz Garcia
Tags	REVISED, AGP, 2010-2011, ELL, SPED, IndianEd, Parent, Tech
Filing Cabinet Count	0

Start Date	02/01/2011
End Date	03/31/2011
Timeline Notes	week window for community career day

ACTION STEP

Career Enhancement

Senior students will be provided career exposure and post secondary educational career opportunities.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/20/2011

Estimated Cost \$20,000.00

ACTION STEP

Kuder Assessment

All 8th grade students in the middle school take the Kuder Assessment for career readiness before moving to the high school. The assessment guides students into possible careers after high school. It is also given in the 9th - 12th grades.

Status Retired 01/17/2011

Persons Responsible

Tags REVISED, AGP, 2010-2011, ELL, SPED, IndianEd, Tech, PD

Filing Cabinet Count 0

Start Date 05/02/2011

End Date 05/06/2011

Timeline Notes week window

STRATEGY

Credit recovery courses

Students will use approved on-line courses or e2020 for credit recovery.

Filing Cabinet Count 0

ACTION STEP

High School Credit Recovery

Dulce High School offers e2020 credit recovery courses to students and community members during, after school, evening, and during the summer to enable students to meet graduation requirements.

Status In Progress 09/23/2010
Persons Responsible Liz Garcia, Naomi Vicenti
Tags REVISED, AGP, 2010-2011, Parent
Filing Cabinet Count 0

Start Date 06/21/2010

End Date 07/22/2011

Estimated Cost \$80,000.00

STRATEGY

**Increase 2009-2010
Graduation Rate**

Dulce High School will implement action plans to increase the graduation rate.

Filing Cabinet Count 0

ACTION STEP

Graduation Rate Action Steps

Counselor and administrators are reviewing and monitoring progress toward graduation.

Status In Progress 09/23/2010
Persons
Responsible
Tags 2010-2011, Parent
Filing Cabinet
Count 0

Start Date 08/09/2010
End Date 05/21/2011

ACTION STEP

Senior/Parent Meetings

Counselor and administrators will hold whole group and one on one parent meetings to discuss graduation requirements.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011, Parent

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/20/2011

STRATEGY
Progress Monitoring

Weekly progress monitoring and semester credit checks will be held with students and parents.

Filing Cabinet Count 0

ACTION STEP
Graduation Progress Monitoring

Dulce High School has implemented: weekly progress reports, monthly parent meetings to explain graduation requirements and status, and senior class meetings. In response to the resolution by the Jicarilla Apache Nation, students are required to earn a high school diploma.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011, Parent

Filing Cabinet Count 0

Start Date 06/01/2010

End Date 06/30/2011

Estimated Cost \$60,000.00

GOAL
To implement the Close/Consolidate Model

LEA closes a school and enrolls the students who attended that school in other schools in the LEA that are higher achieving.

Filing Cabinet Count 0

SEA Resources Available 0

STRATEGY

Parent communication

Communication plan to inform parents
and the community

.....
Filing Cabinet 0
Count
.....

STRATEGY

Student transition

To support students in the transition to their new school

Filing Cabinet Count 0

STRATEGY

Student transition from closed school

Making sure students from the closed school are accommodated at a "higher-achieving" school.

Filing Cabinet Count 0

GOAL

Parent Involvement

Parent/community involvement in school functions and decision making will increase by 10% as measured by attendance and participation.

Filing Cabinet Count 0
SEA Resources Available 0

Actual: \$8,000.00

STRATEGY

Parent and community outreach

Parent conference, Parent Advisory Councils, parent resource rooms, parent volunteers in schools, parent recognition, phone networking with parents, parent training, goal team family nights, and quarterly honors/awards assemblies

Filing Cabinet Count 0

ACTION STEP

Family Nights

Stakeholders are engaged in the education of their children/students by attending fun,exciting, and motivating activities that include the entire family.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011, Parent

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/28/2011

Estimated Cost \$5,000.00

ACTION STEP

Parent Communication

Dulce Independent Schools communicate with families/community members by: parent conferences, newsletters, websites, Blackboard, radio announcements, School Board, marquee, progress reports, phone calls, newspaper, and scheduled meetings.

Status In Progress 09/23/2010

Persons Responsible

Tags 2010-2011

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/28/2011

Estimated Cost \$1,000.00

STRATEGY
School/Community Relationships

To increase school/community relationships by involving local and state agencies/businesses in the education of our children including: Jicarilla Apache entities, New Mexico Higher Education & New Mexico Highlands University GEAR UP, and other post-secondary affiliations.

Filing Cabinet Count 0

ACTION STEP
School & Community Partnerships

Promote two way communication with community to build strong relationships with the schools.

Status In Progress 09/23/2010

Persons Responsible Tags 2010-2011, Parent

Filing Cabinet Count 0

Start Date 08/09/2010

End Date 05/28/2011

Estimated Cost \$2,000.00

GOAL
To implement the Restart Model

LEA converts a school or closes and reopens a school under a charter school operator, a charter management organization or an education management organization that has been selected through a rigorous review process.

Filing Cabinet Count 0

SEA Resources Available 0

STRATEGY

Review Process/Restart

A pool of potential partners will be identified. A "rigorous review process" that permits the District to examine a prospective Restart Operator's reform plans and strategies will be completed.

Filing Cabinet
Count 0

STRATEGY

Assurance of student benefit/Restart

SIG funds received by the District for the school are used only for the grades being served by the restart operator, unless the District is implementing one of the other SIG models with respect to the other grades served by the school.

Filing Cabinet Count 0

GOAL

To implement the Transformation Model

A rigorous intervention model that the LEA has agreed to implement fully and effectively in each school that the LEA commits to serve.

Filing Cabinet Count 0

SEA Resources Available 0

Actual: \$563,200.00

STRATEGY
**Recruitment and Retention
 of Middle School Staff**

To recruit, replace, and retain staff with skills necessary to meet the needs of students in the Turnaround school -- Dulce Middle School.

Filing Cabinet Count 0

ACTION STEP
Teacher Retention

DMS will develop and implement a monetary incentive to retain teachers who have dedicated a great deal of time in their training in areas of interest to the school and for their professionalism toward the success of students (academically and behaviorally).

Status Not Begun 02/17/2011

Persons Responsible

Tags SIG, ELL, SPED, IndianEd, Parent, Tech, PD

Filing Cabinet Count 0

Start Date 05/01/2011

End Date 06/30/2012

Estimated Cost \$114,000.00

STRATEGY
**Support to building
 principal**

Flexibility and support to the building Principal that will serve to substantially improve student achievement outcomes and increase high school graduation rates.

Filing Cabinet Count 0

ACTION STEP

Dean of Students

Dean of Students will be hired to assist the principal with student discipline and data collection. Dean of Students will be trained as an administrator and prepared for administrative positions.

Status	Not Begun 02/17/2011
Persons Responsible	Karen Dixon
Tags	SIG, ELL, SPED, Parent, Tech
Filing Cabinet Count	0

Start Date	06/01/2011
End Date	06/30/2012

Estimated Cost	\$68,000.00
----------------	-------------

ACTION STEP

Establish Leadership Team

Principal will solicit and select members from teaching staff, community, and parents to be a part of the decision making process.

Status Not Begun 02/17/2011
Persons Responsible Karen Dixon
Tags SIG, SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count 0

Start Date 06/30/2011
End Date 06/30/2012

ACTION STEP

Instructional Coach

Will support teachers in the classrooms through coaching, observing, and providing teaching strategies. Instructional Coach will provide feedback and teacher reflection analysis to improve teacher instruction.

Status	Not Begun 02/17/2011
Persons Responsible	Karen Dixon
Tags	SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count	0

Start Date	05/01/2011
End Date	06/30/2012

Estimated Cost	\$85,400.00
----------------	-------------

ACTION STEP
Math Coach

Provide math instructional strategies in the math classrooms as well as in non-math classrooms for cross-curricular teaching. Will provide math intervention strategies.

Status	Not Begun 02/17/2011
Persons Responsible	Karen Dixon
Tags	SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count	0

Start Date	05/01/2011
End Date	06/30/2012

Estimated Cost	\$85,400.00
----------------	-------------

ACTION STEP

Reading and Math Consultants

Consultants will be hired to reinforce research based, best practice strategies in all classrooms for reading and math.

Status	Not Begun 02/17/2011
Persons Responsible	Karen Dixon
Tags	SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count	0

Start Date	08/12/2011
End Date	06/30/2012

Estimated Cost	\$95,000.00
----------------	-------------

ACTION STEP

Reading Coach

Reading coach will coach and support all teachers in the classroom by implementing reading across the curriculum.

Status Not Begun 02/17/2011
Persons Responsible Karen Dixon, Naomi Vicenti
Tags SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count 0

Start Date 05/01/2011
End Date 06/30/2012

Estimated Cost \$85,400.00

ACTION STEP

Turnaround Principal

An experienced principal with demonstrated commitment for continued teacher-student-community involvement will be hired. His goal is to develop and maintain a highly qualified faculty and support staff as a way of achieving the academic goals of students.

Status	Not Begun 02/17/2011
Persons Responsible	Naomi Vicenti
Tags	SIG, ELL, SPED, IndianEd, Parent, Tech, PD
Filing Cabinet Count	0

Start Date	05/01/2011
End Date	06/30/2012

Estimated Cost	\$30,000.00
----------------	-------------

STRATEGY
**Instructional reform
strategies**

Instructional reform strategies

Filing Cabinet Count 0

STRATEGY

Extending learning time

Extending learning time and creating
community-oriented school.

Filing Cabinet
Count 0

STRATEGY

**Teacher/Leadership
effectiveness**

Measures the District will take in
developing teacher and school leader
effectiveness.

Filing Cabinet
Count 0

TOTAL PLAN FUNDS:	\$0.00
Estimated	\$1,452,936.00
Budgeted	\$0.00
Actual	\$0.00