

District Improvement Plan  
2011-2013



# **Texans Can Charter System**

## **District Improvement Plan**

### **2011-2013**

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### Our Mission...

- To provide the highest quality education for all students, especially those who have struggled in a traditional high school setting, in order to ensure their economic independence.

### Our Core Values...

- Student centered decision making.
- A rigorous curriculum based on reading and thinking skills.
- Fulfilling every aspect of our mission with a sense of urgency.

### Our Philosophy...

- Reading is the key to empowerment, personal fulfillment, success, and employment.
- Personal responsibility, character, values, and passion lead to good citizenship.
- Learning is best accomplished in a nurturing yet structured environment.

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**Central Administration**

<p><i><b>President</b></i> Mr. Richard Marquez</p>	<p><i><b>Superintendent</b></i> Dr. Yolanda Cruz-Wilder</p>	<p><i><b>Chief Financial Officer</b></i> Lew Blackburn</p>
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**Board of Trustees**

<p><i><b>Chairman of the Board</b></i> Mrs. Delia Jasso <i>Owner</i> <i>First Language Lab</i> <i>Providing Training Solutions</i></p>	<p><i><b>Vice-Chairman of the Board</b></i> Ruben C. DeLeon <i>Attorney</i> <i>DeLeon Law Group PC</i></p>	<p><i><b>Secretary of the Board</b></i> Mr. Monty R. Gamber <i>Owner &amp; Managing Partner</i> <i>Gamber Properties</i></p>	<p><i><b>Assistant Secretary of the Board</b></i> Mr. Marvin Washington</p>	<p><i><b>Treasurer of the Board</b></i> Theresa Acosta Lee <i>Texas Market President</i> <i>Solutions Bank</i></p>
	<p>Jose Melendez, Ph.D.</p>	<p>Ms. Sanderia Smith <i>Market Membership Sales Manager</i> <i>Sam's Club</i></p>	<p>Mr. Victor Toledo <i>Attorney</i></p>	<p>Felix A. Zamora, Ph.D. <i>President</i> <i>Mountain View College</i></p>

**Campuses**

<p><i>Dallas Can Ross Ave</i> <b>Mr. Don Mills</b> Principal</p>	<p><i>Dallas Can Oak Cliff</i> <b>Mr. Faustino Rivas</b> Principal</p>	<p><i>Texans Can Carrollton / Farmers Branch</i> <b>Mrs. Melissa Groetsch</b> Principal</p>	<p><i>Dallas Can Pleasant Grove</i> <b>Mr. Mene Khepera</b> Principal</p>	<p><i>Austin Can</i> <b>Mr. Frank Oakes</b> Principal</p>
<p><i>Ft Worth Can River Oaks</i> <b>Mr. Tony Swafford</b> Principal</p>	<p><i>Ft Worth Can Campus Drive</i> <b>Mrs. Ku-masi Lewis</b> Principal</p>	<p><i>Houston Can Hobby</i> <b>Mrs. Janie Vega</b> Principal</p>	<p><i>Houston Can Hardy</i> <b>Ms. Trenn Russell</b> Principal</p>	<p><i>San Antonio Can High School</i> <b>Mr. Mark Peters</b> Principal</p>

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**District Accountability Data Break Down**  
AEA

**TAKS Progress**

Group	Standard	Dallas	Ft Worth	Houston	San Antonio	Austin
All Students	75%	76%	76%	69%	64%	59%
African American	75%	77%	77%	66%	*	64%
Hispanic	75%	72%	72%	72%	64%	57%
Econ Disadvantage	75%	74%	74%	69%	65%	59%

**All Student - Completion / Drop Out Rate**

Group	Standard	Dallas	Ft Worth	Houston	San Antonio	Austin
All Students - Completion Rate	75%	48.9%	48.9%	44.4%	44.3%	61.3%
All Students - Drop Out Rate	75%	16.6%	16.6%	19.6%	17%	12%

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**AYP**  
**TAKS: Reading**

<b>Group</b>	<b>Standard</b>	<b>Austin</b>	<b>Dallas</b>	<b>Ft. Worth</b>	<b>Houston</b>	<b>San Antonio</b>
<b>All Students</b>	80%	60%	70%	77%	61%	66%
<b>African American</b>	80%	69%	62%	64%	56%	*
<b>Hispanic</b>	80%	55%	74%	81%	66%	65%
<b>White</b>	80%	*	70%	86%	*	*
<b>Econ Disadvantage</b>	80%	61%	69%	76%	61%	62%
<b>SPED</b>	80%	71%	45%	33%	47%	*
<b>LEP</b>	80%	38%	65%	40%	17%	43%
<b>Participation: ELA/Reading</b>	95%	99%	98%	99%	99%	97%

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**TAKS: Mathematics**

Group	Standard	Austin	Dallas	Ft. Worth	Houston	San Antonio
All Students	75%	29%	42%	49%	26%	38%
African American	75%	18%	38%	42%	23%	*
Hispanic	75%	31%	47%	49%	25%	39%
White	75%	*	22%	60%	*	*
Econ Disadvantage	75%	29%	42%	51%	25%	35%
SPED	75%	60%	28%	13%	29%	*
LEP	75%	8%	43%	10%	*	*
<b>Participation: Mathematics</b>	95%	99%	99%	99%	99%	99%

**Graduation Rates**

Group	Standard	Austin	Dallas	Ft. Worth	Houston	San Antonio
All Students	75%	12.3%	27.9%	19.9%	20.1%	19.3%

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**Highly Qualified Data**

2011 2012	State Targets	Austin Can	Dallas Can	Dallas Can	Dallas Can	Dallas Can	Ft Worth Can	Ft Worth Can	San Antonio Can	Houston Can	Houston Can
	100%	Austin	Ross Ave	Oak Cliff	Carrolton / Farmers Branch	South	Campus Drive	River Oaks	San Antonio	Main	Hobby
% of classes taught by HQ	100 %	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
% of classes taught by HQ teachers	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
% of HQ teachers	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
% of teachers receiving HQ PD	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Goal #1:** All educational decision making will stem from a comprehensive needs assessment which will include the achievement of students in relation to the State academic content and achievement standards and stakeholder input. They will include the coordination and integration of

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Federal, State, and local services and programs, violence prevention programs, nutrition programs, housing programs, adult education, vocational and technical education, and job training.

Initiatives And Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Embedded Staff Development & Follow Up	Accountability/Compliance Specialist	States and federal funds as aligned to each program	Ongoing	Needs Assessment

**Summative Evaluation:** Campus Improvement Plans

**Goal #2:** All students (African, American, Hispanic, White, Economically Disadvantaged, At-Risk, Special Education and LEP) will within the next 3 years reach high standards, at a minimum attaining proficiency or better in all TAKS areas. 95% of the students identified will test.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Thinking and Reading Across the Curriculum Summary Writing	Superintendent District Specialist	State and federal funds as aligned to each	On going	Staff
Relationship Based Education Incentives for Participation Free breakfast and lunch	Assistant Superintendent Director of Student Nutrition	State and federal funds as aligned to each program  Central Staff	On going	Attendance Sheets

**Summative Evaluation:** TAKS Scores, AYP and PBM results

**Goal #3:** All students will complete and pass 80% of courses attempted.



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Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
<p>Thinking Through Reading Across the Curriculum</p> <p>Accessible Complete Instructional Framework for Math</p> <p>Data Analysis</p> <p>. Embedded Staff Development for Coaches and Teachers</p> <p>Daily Classroom Walk Through and Modeling</p> <p>New Teacher Math Orientation Plan</p> <p>Introduction of Smart-boards as a tool through instruction</p>	<p>Superintendent and Instructional Mentors</p> <p>Campus Principals</p>	<p>framework for the teachers where they can access and determine the best instructional plan. The framework includes the plan of instruction for the whole term, Blue prints, warm ups, assessments and every resource that teachers need to be successful with instruction.</p> <p>3. Providing data from each assessment and benchmark to improve instruction and identify the needs immediately. This strategy is reinforced by principals.</p> <p>4. Instructional specialists are receiving training from Region 4 to assist in identifying any difficulties inside of the instructional frameworks and offer suggestions and additional instructional strategies. Training in instructional strategies that can be used inside of the classroom.</p> <p>5. Coaches are permanently on campuses working with teachers by observing and modeling classroom instruction.</p> <p>6. Every new math teacher is trained by the instructional coordinator of the district to ensure that every teacher is ready to enter the classroom prepared to be successful. The training includes data analysis, lesson plans, strategies for planning, technology, instructional frameworks, and how to find resources that can help inside of the classroom.</p>	<p>On going</p>	<p>Benchmarks, Common Assessment every three weeks.</p> <p>Data From Central Office</p> <p>Failure Lists from PEIMS</p> <p>Region 4 Evaluation of frameworks.</p>

**Summative Evaluation:** Decrease in failure rates as identified in PEIMS

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**Goal #4:** Attendance will be maintained at the state required accountability goal of 90% or higher for all students.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Periodic review of attendance	Asst. Superintendent Dir. of Student Accounting Asst. Dir. of Student Accounting Campus Administration	State and federal funds as aligned to each program  Central Staff	On going	Weekly Attendance & Enrollment Report  9 Week Cumulative Attendance Report

**Summative Evaluation:** Attendance Averages in AEIS report

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**Goal #5:** All students will have access to and utilize technology in all core subject areas to increase the effectiveness of student learning. Teachers will have access to and utilize instructional management and staff development tools.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Anytime - anywhere - 24/7 - Web based access to learning resources and productivity applications	Dir. of Business Intelligence District Technology Coordinator(s) Campus Principals	State and federal funds as aligned to each program	On going	Plans and Audit Documentation Student performance reports
Increased access to instructional technology on campus for students and teachers	Dir. of Business Intelligence District Technology Coordinator(s) Campus Principals	State and federal funds as aligned to each program	On going	Plans and Audit Documentation Student performance reports

**Summative Evaluation:** Internal Audit Information, STAR Chart, Credits

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**Goal #6:** Special populations of students will achieve to their maximum potential through appropriate instruction, support and modifications to the basic instructional program and through embedded staff development that emphasizes high expectations and appropriate teaching strategies.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
SPED district level support ESL district level support Assigned specialist will provide technical assistance On going embedded staff development COINS	Director of Special Education Director of English As a Second Language	State and federal funds as aligned to each program Central Staff	On going	Calendar of Activities

**Summative Evaluation:** Increase in Special Population scores in accountability on AEA, AEIS, AYP and PBM

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**Goal #7:** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Thinking Through Reading Across the Curriculum with emphasis on the ELL and individual processes ESL district level support Embedded staff development	Director of English As a Second Language	State and federal funds as aligned to each program Central Staff	On going	Calendar of Activities TELPAS

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**Summative Evaluation:** Increase in ESL scores in accountability on AEA, AEIS, AYP and PBM

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**Goal #8:** Through enhanced dropout prevention efforts all Students will remain in school until they obtain a high school diploma. Student drop out will be less than 10%.

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Staff Development Follow Up Campus support	Accountability/ Compliance Specialist Assistant Superintendent	State and federal funds as aligned to each program  Central Staff	On going	PEIMS Documentation

**Summative Evaluation:** Graduation and Completion Rate

**Goal #9:** All students will have opportunities to plan effectively for post-secondary education, integration of vocational and technical education programs

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Coins Relationship Based Education  Ready to Work 11th/12th grade post-secondary program PASS	Director of Special Education District Special Education Specialist Advisors  Assistant Superintendent Director of Completion	State and federal funds as aligned to each program  Central Staff	On going	COINS documentation  Monthly Reporting

**Summative Evaluation:** Transition Documentation and Personal Graduation Plans; Cumulative Reports from Ready to Work

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**Goal #10: All students will be educated in learning environments that are safe, drug-free, and conducive to learning. School campuses will maintain a safe and disciplined environment conducive to student learning.**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Relationship based education Winner's circle Texas Behavior Support Initiative Student advisors Security Drug Dogs	Assistant Superintendent  Executive Director of Facilities	State and federal funds as aligned to each program  Central Staff	On going	Student Advisor Case Notes Security Incident Reports

**Summative Evaluation:** Discipline documentation in PEIMS

**Goal #11: Parents/Community Members will be full partners with educators in the education of their children and the improvement of the schools. Parental/Community involvement will increase annually.**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Parental Involvement Policy Parent/School Compacts	Accountability/ Compliance Specialist	State and federal funds as aligned to each program  Central Staff	On going	Parent Meeting Agendas and Documentation

**Summative Evaluation:** Campus Improvement Plan Needs Assessment

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**Goal #12: All personnel will participate in high-quality and ongoing embedded professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet all school-wide strategies.**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Communication of opportunities Funding of training  Embedded Professional Development	Accountability/ Compliance Specialist  Director of Mentoring Services	State and federal funds as aligned to each program  Central Staff  Mentoring Services	On going	Training Documentation Sign in sheets and Agendas

**Summative Evaluation:** Campus and LEA documentation of Training

**Goal #13: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration.**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Embedded Professional Development Embedded Professional Development opportunities at state, regional, and state conferences Communication of opportunities Funding of training	Accountability/ Compliance Specialist Assistant Superintendent	State and federal funds as aligned to each program  Central Staff  Contracted Services	On going	Training Documentation Sign In sheets and Agendas

**Summative Evaluation:** Campus and LEA documentation of Training

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**Goal #14: All students will be taught by highly qualified and effective teachers. Qualified and highly effective personnel will be recruited,**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
HR hires only HQ staff Campus principal verifies status On going support for staff working on certification Partnership with Teach for America	Executive Director of Human Resources	State and federal funds as aligned to each program  Central Staff	On going	HR Files Retention and Recruitment Plan

**Summative Evaluation:** Highly Qualified Submissions indicate 100% HQ

**Goal #15: Data submitted to TEA will be accurate and have the appropriate support documentation.**

Initiatives and Strategies	Person Responsible	Resources	Timeline	Formative Evaluation
Staff development Follow up Ongoing collection of documentation and data	Accountability/ Compliance Specialist Assistant Superintendent	State and federal funds as aligned to each program  Central Staff	On going	Periodic internal audits

**Summative Evaluation:**

Acceptable results as reported on AEA, AEIS, AYP, PBMAS and satisfactory audits from TEA



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