

Aledo ISD

Needs Assessments - Combined

Comprehensive Needs Assessment – Curriculum, Instruction, and Assessment

Vertical teams have participated in activities to insure college readiness standards and the recently adopted TEKS are imbedded in the scope and sequences. At the conclusion of each content area study, the vertical teams have modified scope and sequence/curriculum documents to meet the demands of the rigorous, college readiness student expectations.

Student performance (see previous CNA for Student Achievement) indicates an aligned curriculum. The instructional process is enhanced by the utilization of the latest technology approved and available to our district (i.e.; interactive board projection systems, document cameras, laptops, ereaders, and tablets), as well as instructional resources available via the district website.

Assessment data provides individual student data which is used in determining appropriate intervention strategies (i.e., ELA/Math Lab, Literacy/Math Teacher, Credit Retrieval, Dyslexia Teacher, Content Mastery, Aledo ISD Summer School, Bridge Class, and tutorials).

The Parent Portal will continue to be utilized. This on-line program provides an additional avenue for consistent communication between teachers, parents and students in the areas of academic achievement and attendance. Parent Portal is updated twice a week.

All campus administrators have received formal training in conducting walkthroughs to evaluate the instructional practices and student engagement. Feedback is provided to grade levels and departments for program evaluation.

Staff development is based on district and campus needs. Below is a partial listing of staff development during the 2010-2011 school year.

- SMARTboard Training
- Aledo Writing Process
- K-2 Balanced Literacy (Reading & Writing)
- Gifted and Talented Institute (Nature & Needs, Identification & Assessment, Social & Emotional, Instructional Strategies, Differentiation)
- K-5 Literature Circles and Learning Stations Across the Curriculum
- Multi-Teaching Sensory Approach (Dyslexia Program)
- Crisis Prevention Intervention (CPI)
- Response to Intervention (RtI)
- Write Traits
- 504
- All state assessments
- Individual Education Plan (IEP)
- English Language Proficiency Standards (ELPS)

Strengths:

- Vertical team meetings to review and develop scope and sequence/curriculum documents to meet student instructional needs
- Interactive technology resources in the classroom
- Varied instructional programs to meet the individual needs of our diverse learners

Needs:

- Continue opportunities for staff development to meet the needs of all students
- Assess the process of vertical and horizontal curriculum for curriculum alignment and implementation of college readiness standards
- Use STAAR data to edit and revise the scope and sequence for each subject area
- Time increments need to be added to scope and sequence (Year at a Glance)

Comprehensive Needs Assessment – Demographics

Aledo ISD is a PPCD - 12th grade school district located in Parker and Tarrant Counties. There are nine campuses in the district consisting of four elementary campuses through grade 5; one intermediate campus, grade 6 only; one middle school, grades 7 and 8; one ninth grade campus, one high school, grades 10-12; and one alternative campus. The Aledo ISD Ninth Grade Campus opened on August 23, 2010 with 359 students.

The district has four Title I campuses: Vandagriff Elementary, Coder Elementary, McCall Elementary, and McAnally Intermediate. Due to the slow economy, student enrollment has not increased at the rate it had in previous years. Our total student enrollment for the beginning of the 2010-2011 school year was 4,624; we ended the 2010-2011 school year with a total student enrollment of 4,601. Our total student enrollment for the October 2011 PEIMS Snapshot date was 4,647. We had an increase of 46 students for the 2011-2012 school year.

The student population is ethnically represented as follows:

African American – 1.41% Hispanic – 10.46% White – 84.59% Native American – 0.62% Asian/Pacific Islander – 0.90%

12.43% of the student population is Economically Disadvantaged, 2.54% is Limited English Proficient (LEP), 17.42% is At-Risk, 7.24% is Special Education, and 8.11% is Gifted and Talented. The district served 0.02% migrant students during the school year and 42 homeless students.

The dropout rate for grades 7 and 8 was 0% compared to 0.2% for the state and 0.3% for the region. The completion rate for the class of 2010 was 98.4% compared to 93.4% region and 92.7% for state.

The district has a total staff of 352 teachers, professional support, campus administration and central office administration. The turnover rate for staff in 2010-2011 was 12.4%.

Strengths:

- Low staff turnover rate
- Facilities
- Community involvement and support

Needs:

- Continue planning for future district growth

Comprehensive Needs Assessment – Family and Community Involvement

Parent and community involvement is an integral factor to the success of Aledo ISD. There are numerous opportunities for parents and community members to become active participants: Community Partners “Connection” Mentoring Program, East Parker County Chamber of Commerce, Parent Volunteer Program, National Night Out, Texas Scholars, Runner’s Club, Cowtown Marathon, Grandparents Day, Watch D.O.G.S., Kindergarten Roundup, Curriculum Nights/Open House, Parent Teacher Organization (PTO), AHS Career Fair, AHS College Fair, Jumping Jamboree, Junior Achievement, Reading Day, field trips, and various Booster Clubs.

A variety of opportunities for parent/community involvement in decision making exists through District Wide Education Improvement Council (DWEIC), Campus Performance Objective Council (CPOC), Student Health Advisory Committee (SHAC), Aledo ISD Technology Committee and the Citizens Committee regarding bond elections and previously our TRE election.

Aledo ISD uses varied formats to communicate district and campus information to parents: Superintendent Community Night meetings, Superintendent Brown Bag lunch meetings, sending home correspondence via student, mail, AlertNow messages, postings on campus marquee, email, district website, campus newsletters, Parent Portal (grades and attendance), School Fusion (content management system for parents, students and teachers), Aledo ISD App, district Twitter and campus Facebook page.

An annual campus and district survey is distributed to all parents; the feedback is reviewed and disseminated to campus principals for consideration in campus improvement plans.

The district benefits from a close working relationship with community organizations, including AdvoCats and the Center of Hope. Service projects, such as food and clothing drives, are conducted throughout the year at campuses to support these organizations as they actively serve the needs of families in our community. Local churches have implemented the Snack Pack Program for schools with Kindergarten through Grade 6.

The following is a partial listing of community/service organizations that use district facilities: Aledo Lions Youth football, Aledo Elite Pop Warner Football Association, Westside YMCA, American Cancer Society, Aledo Dance Academy, Campfire USA, Parker County Community Coalition, Cub Scout Pack, Club Volleyball, Aledo United Methodist Church, Aledo Athletics Inc., TNT Select Volleyball, Boy Scouts of America, Ride for Heroes, Aledo Advocats, and Aledo Lions Club.

Strengths:

- Parents actively involved in their child’s education
- Parent participation in specialized committees
- Community business partners actively supporting mission of the district

Needs:

- Improve parental involvement for our Hispanic and Economically Disadvantaged student groups
- Increase response rate to annual Parent Climate survey (22.89% response rate in 2010-2011 school year)

Comprehensive Needs Assessment – School Context and Organization

The Aledo ISD receives state, local and federal funding including Title I, II, III, Carl Perkins, IDEA Formula and Preschool. Aledo ISD received the state's highest financial integrity rating for the eighth consecutive year.

The district serves students from PPCD through 12th grade. AISD staff includes 59.6% teachers, 8.6% professional support, 7.4% educational aides, 5.2% campus administration, 1.3% central administrative staff and 18.0% auxiliary staff.

Teachers new to the profession and/or to the district are supported through a mentoring program. The training begins with New Teacher Orientation prior to the start of school at the district and campus level. Campus mentors continue to provide support for a two year period. During the 2010-11 school year, 11 new staff members, from 0 to 15 years of experience, were added to the Aledo ISD family.

Student-to-teacher ratio in Aledo ISD during the 2010-11 school year was higher than the state average at every elementary grade level and in all secondary subject areas. The overall (total number of students in the district divided by total number of teachers) ratio for the state was 14.7 students per teacher; the ratio for Aledo ISD was 16.5 students per teacher.

The district conducts a strategic planning meeting every three years with administrators, staff, parents, and community members participating in the process. The District Wide Education Improvement Council (DWEIC) and the Campus Performance Objective Council (CPOC) meet during the year to review for planning and decision making; these committees are comprised of staff, parents, business and community members.

Annual teacher and parent climate surveys are conducted in order to identify district and campus strengths and needs for improvement. In addition, personnel resigning from their position participate in an exit survey.

District and campus information is disseminated through multiple sources such as the AISD website, Alert Now System, I-Communicator e-mails and Bearcat Vision. The online Parent Portal system was opened to parents on October 12, 2009. In 2011 the district added an Aledo ISD iPhone application.

Aledo ISD has a "Connections" mentoring program that pairs adults with students. During the 2010-2011 school year, 33 students participated in the program. Feedback forms from all participants indicate program success for individual students.

Aledo ISD has a Community Partners program, with approximately 40 members, which forges relationships between local businesses, the school district and the campuses. The program enhances communication and cooperation with a common goal for student success. Annually, Aledo business leaders participate in the Texas Scholars Program, at Aledo Middle School, emphasizing the importance of academics at high school and career opportunities. Business and community leaders also participate in Career Fair and College Fair at Aledo High School.

Strengths:

- Involved parents and community that support the district and campuses
- Communication with parents and community via varied sources
- FIRST financial rating for 8 consecutive years
- Consistently high student achievement despite class sizes above state average for all grades

Needs:

- Continue to utilize new technology for communicating with staff, parents, and our community
- More/improved access to feedback from climate surveys
- Provide on-line parent training sessions on the “how to” for use of Parent Portal that is specific and contains information such as the schedule for weekly updates of student information
- Continue efforts to reduce class sizes across all grade levels and content areas

Comprehensive Needs Assessment – School Culture and Climate

Parent and teacher surveys are conducted during April/May annually; the feedback is reviewed and disseminated to the campus principal. The climate survey provides areas of strengths and needs that may be addressed in the campus comprehensive needs assessment.

Parent conferences, open house and curriculum nights are conducted annually on each campus. In addition, annual orientation sessions are conducted for parents and students at the transition grades (i.e., entering kindergarten, elementary to intermediate, intermediate to middle school and middle school to high school).

All four elementary campuses are Character Plus Schools. All elementary campuses emphasize character development by the following: Capturing Kids Hearts, Covey's Seven Habits and classroom lessons provided by the counselor. McAnally Intermediate utilizes Great Expectations and Covey's Seven Habits for character and leadership development. Aledo Middle School trained a core group of teachers and students utilizing Safe School Ambassadors. At the Ninth Grade Campus, the program, Rachel's Challenge, establishes a safe learning environment for students. Also, the Ninth Grade Campus has Leading Ladies which is a program that encourages young women in leadership roles. Aledo High School has a Teen Leadership course and a core group of teachers have received training in Capturing Kids Hearts. In addition, Aledo High School has a Peer Assistance Program where high school students work with elementary students and a Peer Assistance for Students with Disabilities Program where high school students work with special education students.

All elementary schools, McAnally and the Middle School utilize WATCH D.O.G.S. / Dads of Great Students which involves fathers and father figures to help create a safe and secure learning environment. Dads assist in a variety of ways: serving as lunchroom monitors, getting students into the building at the start of the school day, monitoring hallways, assisting with small group needs and helping load buses after school.

Safe and Drug Free school activities, as approved by the district-wide School Health Advisory Committee (SHAC), are conducted annually at all campuses.

Below is a partial listing of activities at varied campuses in the district.

- CyberSmart Safety Week Activities and CyberSmart Parent Program (District-wide)
- Red Ribbon Week Activities (District-wide)
- National Night Out (District-wide)
- Shattered Dreams
- Prescription Drug Awareness Program
- Drug and Alcohol Program
- Law Enforcement Teaching Students Program (LETS)
- CATCH Curriculum
- Rachel's Challenge
- Leading Ladies

Strengths:

- Safe and secure learning environment
- Student Council Leadership Programs across the district
- Supportive community
- Community, parents, and staff have high expectations for student achievement in all areas

Needs:

- Continue to conduct annual surveys for continuous improvement
- Continue programs related to internet safety and bullying
- Improve teacher response rate on the Teacher Climate Survey as the response rate in 2010-2011 school year was 32.6%

Comprehensive Needs Assessment – Staff Quality, Recruitment and Retention

Aledo I.S.D. staff is 100% highly qualified. Of the staff, 81.3% holds a Bachelor's Degree, 18% holds a Master's Degree, and 0.7% have attained a Doctorate.

Listed below are the percentages of the teaching staff by years of experience:

- Beginning – 1.0%
- 1 to 5 years – 19.6%
- 6 to 10 years – 20.7%
- 11 to 20 years – 36.1%
- Over 20 years – 22.6%

The average teacher rate is 13.5 years in Aledo which is above the state average of 11.4 years.

The staff turnover rate for Aledo ISD for 2010-2011 was 12.4%.

District hiring procedures include: posting of positions on the district website, on-line application process including a profile survey, review of certification and Highly Qualified credentials, campus team interviews including reference/background checks and recommendations, fingerprinting, and submission to the Board of Trustees for approval. All campus principals have received formal training in conducting interviews.

New employees are involved in an induction program consisting of New Teacher Orientation, Professional Development Appraisal System (PDAS), Texas Behavior Support Initiative (TBSI), technology, and Gifted and Talented. Based on the new employee's assignment, staff is required to receive training in Crisis Prevention Intervention (CPI), Texas Reading and Math Academies, Aledo Writing Process, Balanced Literacy, and ESL/TELPAS certification. A two year induction process is implemented in the district which provides a mentor to ensure an adequate support system.

Staff members are recognized annually for services in the district at an appreciation banquet. The awards are given for services in increments of five years. In addition, staff members from each campus are nominated by their peers and selected to participate in an award ceremony. The winners are chosen by outside committees to receive a monetary award through the Marva Collins Excellence in Teaching Program; this program is funded by various business partners.

Strengths:

- Professional staff and paraprofessionals - 100% highly qualified
- 158 staff members (which is 45%) have acquired ESL certification
- AISD Come & Go provided by the administration staff in December
- 36.1 % of the staff members have 11 – 20 years of experience
- 22.6% of the staff members have 20 years or more experience
- The instructional staff percentage is 69.1% which is above the state average of 64.4%

Needs:

- Continue to provide a variety of staff development opportunities based upon identified campus instructional needs

Comprehensive Needs Assessment – Student Achievement

For the 2010-2011 school year, Aledo ISD, Aledo High School, McAnally Intermediate and McCall Elementary received a “Recognized” accountability rating from TEA. Aledo Middle School, Vandagriff Elementary, Coder Elementary and Stuard Elementary received an “Exemplary” accountability rating.

Aledo ISD and all campuses met Adequate Yearly Progress (AYP). Student performance is listed below for each content area and student group.

Student Group	Reading		Math		Writing		Science		Social Studies	
	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	% Pass / % Commended	
All Students	97%	49%	96%	46%	96%	46%	93%	39%	99%	62%
African American	90%	28%	90%	21%	99%	<1%	79%	11%	99%	29%
Hispanic	91%	34%	91%	32%	95%	34%	83%	28%	98%	39%
White	97%	51%	96%	48%	95%	48%	94%	41%	99%	63%
Eco. Disadvantaged	87%	27%	88%	23%	88%	27%	82%	22%	97%	41%

The above percent passing assessment results remained the same or increased in student performance from 2010-2011 with the exception of writing which went from 97% to 96%.

In PBMAS, for Special Education students, we received an indicator of 0 or 1 for 17 of the 18 indicators. The district received a 2 in the area of Less Restrictive Environment (ages 3-5). However, the district has integrated the Speech and the Pre-K program, which should address this issue. In addition, the district was deemed by TEA as “Met Determination”. The district currently meets all the state standards for TELPAS and AMAOs.

The district received the following Gold Performance Acknowledgments: AP Results, College Admissions, College Ready Graduates, Recommended High School Program, Commended Performance Social Studies and Science, TSI- Higher Education Readiness Component for Math.

Benchmarks are conducted annually in the fall and spring. Students are provided tutorials (in school, before school, after school, and summer school) through intensive interventions and differentiated instruction; transportation is provided for students attending tutorials and summer school. Additional data sources include: Star Early Literacy (K-2), DRA (K-2), grade reports, teacher input, observations, RtI referrals and on-going skill assessments.

Listed below is a partial listing of additional academic and athletic achievements.

- UIL Academic Team – District and Regional Champions; finished third in State
- State Champions in Social Studies and Second in Literacy Criticism
- Academic Decathlon Team State Qualifier
- Theater Arts One Act Play Regional Alternate
- Art Students Compete at Regional and State Level
- Future Business Leaders of America Place 1st, 2nd and 3rd at State
- FFA – First Place Winner at Fort Worth Stock Show
- State Championship in Football

Past Years Achievements

- 57 students received AP Scholar Awards
- Bearcat Regiment received “Best in Show” at Bands of America
- 3 students won the Association of Texas Photography Instructors (ATPI) Competition
- Bearcats won the Class 4A Division II Football State Championship
- District Champions and Bi-District Qualifier for Varsity Volleyball
- District Champions for Tennis Team & 14 Regional Qualifiers
- District & Regional Champions for Ladycats Swim Team
- District Runner-up for Bearcats Swim Team; 4th place at Regionals
- 4 FFA students won Southwestern Exposition & Livestock Show Dairy Cattle Judging Contest
- AHS Colorguard won 1st place at Winter Guard International Regional Contest
- Bi-District for Ladycats Basketball
- Academic Decathlon Team placed 10th in State
- AMS Choir received Division I Rating
- District Champions for Bearcats Soccer; Ladycats finished as Runner-ups
- One Act Play qualified for State Competition
- Aledo High School inducted 135 students into National Honor Society, Aledo Middle School inducted 43 students into National Junior Honor Society
- McAnally Intermediate was named to the Texas Business & Education Coalition Honor Roll School for the 2nd consecutive year
- Coder Elementary won Tapestry Award for Sunflower Project, AMS Science Teacher won Project Green Eco-Educators Award
- Aledo High School Academic Team placed 4th at State
- Baseball qualified for Bi-District
- District Champions for Softball
- Bearcats & Ladycats District Golf Champions

- Aledo Learning Center graduated 24 students
- All 37 students in top 10% were UIL Scholars
- 18 National Merit Commended Scholars
- 3 National Merit Finalists and 2 National Merit Scholars
- Current Events State Champions
- Aledo High School athletes achieving Academic All District status - 117

Strengths

- All content areas and student groups are above the state and region
- Commended performance is above the state and region
- Annual dropout rate of 0%
- Completion rate of 96.8 for the class of 2010
- District received 27 Gold Performance Acknowledgments
- Comparison of College-Ready Graduates in ELA for Class of 2010: AISD 83%, Region 71%, State 66%
- Comparison of College-Ready Graduates in Math for Class of 2010: AISD 81%, Region 67%, State 64%
- Comparison of SAT/ACT results for Class of 2010: AISD 71.5%, Region 64%, State 62.6%
- Multiple student intervention opportunities (i.e., in-class instructional strategies, pull-out programs, Literacy/Math teachers, Zeros Aren't Permitted (ZAP), Credit Retrieval As We Go (CRAWG), coordinated services, summer school)
- WATCH D.O.G.S. / Dads of Great Students increases student performance

Needs:

- Continue to conduct staff development in the area of science to close the gap for Hispanic and Economically Disadvantaged students
- Continue staff development for differentiated instruction
- Continue focus on English Language Proficiency Standards (ELPS)
- Monitor the Integration of Speech in Pre-K

Comprehensive Needs Assessment – Technology

Of the 18 action items in the Technology Section of the 2009-2012 AISD District Strategic Plan, 16 strategies have been successfully completed. One goal is in-process (School Fusion for webpage publication) and one is still being researched (student networked storage access from home).

Every classroom has a teacher presentation system that includes a laptop, projector, document camera and interactive board. In addition, computer labs and mobile labs are available at each campus. The technology department is in the process of piloting a technology that will allow us to convert old (COWS that are 5+ years old) mobile lab laptops into thin clients. This would allow old legacy equipment to be reintroduced into the classroom. This would require turning a mobile lab into a permanent lab for campuses that are able to allocate a separate classroom for the lab. Handheld response systems have been purchased to enhance classroom instruction and progress based monitoring.

During the 2010-2011 and 2011-2012 school years/summer, teachers have opportunities to attend trainings for SMART Response Student Clickers, Notebook software, SMARTboard, Office 2010, document cameras, Web 2.0 tools, and School Fusion.

High school students can receive dual credit through Weatherford College via distance learning classes at Aledo High School. In 2010-2011, the following courses were offered: Government 2301, Economics 2301, English 130; 119 students earned college credit. Distance Learning field trips are available at each campus through Region XI.

The district technology plan has been reviewed and updated by a committee consisting of central office and campus administration, teachers, technology personnel, parents and community members.

The “Teacher Average” report from the 2011-2012 STaRChart indicates the total average for all 24 responses at 2.5; therefore, we are between the developing and advanced tech level. This average has increased from 1.8 in 2006-2007.

In August 2009, the district opened the new Aledo ISD Technology / Security Building. This addition provided a secure infrastructure.

Strengths:

- Teacher access to presentation system (laptop, projector, document camera and interactive board)
- Addition of the new Aledo ISD Technology / Security Center
- Gains on the STaRChart
- Distance Learning Opportunities
- Help Desk for Technology Work Orders
- School Fusion has provided a mainstream website across the district and all campuses
- Centralization of printers at most campuses
- Virtualization of desktops and servers
- District-wide wireless capabilities for all district issued devices

Needs:

- Continuation of Technology Staff Development
- Possibility of Poll Everywhere (using mobile devices to conduct classroom assessments, surveys, etc.)
- Online baseline technology assessment for teachers and staff
- Online advanced technology assessment for teachers and staff

- Set a minimum number of mandatory instructional technology trainings
- Cloud based storage solution for staff and students (i.e. Drop Box)
- Raised minimum teacher webpage requirements (requirements beyond profile information and schedule)