

QUINLAN ISD EDUCATION FOUNDATION, INC.

COMPREHENSIVE PLAN

This plan has been developed to state the mission, goals, background information and the benefits of funding the Quinlan ISD Education Foundation, Inc. Included in the plan is a description of the programs, endowment goals and planned funding levels of the Foundation for 2015-2020. This is a planning and informational document that will be reviewed periodically as needed.

VISION

The Quinlan ISD Education Foundation supports the Quinlan ISD in its quest for continuing excellence in an enhanced learning environment through a community united and committed to our students.

MISSION

The mission of the Quinlan ISD Education Foundation, a community based non-profit organization, is to generate and distribute resources to the Quinlan School District in order to enrich, maintain and expand programs needed to meet the district's mission of excellence.

In order to accomplish its mission, the Foundation encourages contributions for current programs and the endowment. The Foundation plans and administers all programs in cooperation with the school administration.

GOALS

- Encourage academic excellence and motivate students to reach their highest potential by providing funding not available through traditional local, state or federal sources.
- Acknowledge, recognize and enhance exemplary/innovative teaching.
- Involve the community in the support and improvement of quality education.
- Provide a perpetual source of funds through endowment gifts received from individuals, corporations, and other foundations.

The financial goal of the Foundation is to build a \$20,000 endowment by the year 2020.

INSTRUCTIONAL FOCUS

The Quinlan ISD Education Foundation is committed to funding educational projects and activities that would not otherwise be funded by the district due to limited financial resources. Funds will focus on Math/Science and Instructional Enhancement Initiatives to further enhance instructional programs.

QISD EDUCATIONAL FOUNDATION BACKGROUND AND INFORMATION

The Quinlan ISD Education Foundation, Inc. an independent, non-profit corporation promoting quality education in Quinlan schools, was established in 2005. It was organized exclusively for educational purposes to provide supplemental funds for educational and scientific programs or activities for the Quinlan Independent School District. Specifically, the Quinlan ISD Education Foundation seeks and distributes funds to support programs and initiatives to further enhance learning for public school students in Quinlan.

HISTORY OF QUINLAN INDEPENDENT SCHOOL DISTRICT

The first school in the city of Quinlan was built in 1896 and the district current serves over 2600 students within 152 square miles. Due to the unique and diverse nature of Quinlan ISD's location, the economic driving force is mainly outside of the district. QISD has strived to meet this challenge to increase parental involvement. Because many students are "Latch-Key" children (children who leave school to go home unattended until parents/guardians return home from work in the evenings), new strategies have been implemented to address parental involvement in our schools. The district built a state-of-the-art high school in 1999 and intermediate school in 2004. Existing facilities including the elementary school, middle school, football field and athletic facilities, fine arts and more have been completely renovated, including landscaping. Improvements to the elementary and middle school campus were made to 30 and 55 year-old campuses respectively.

OPPORTUNITY AND NEED FOR THE FOUNDATION

State funding for public education has left school districts with decreased funds to meet the increasing demands of educating students. **Quinlan ISD is in the bottom 9% of the entire state of Texas in per student funding.** South Hunt County has many low-income areas. Because of low property values, low state funding and a low economic driving force, a group of educational supporters formed the QISD Education Foundation in 2005. Over the course of the past 6-8 years, a thorough systems analysis was performed to better meet the needs of Quinlan ISD families. There has been an extraordinary amount of research, planning and assessment of data in the creation of a comprehensive and sustainable educational program to educate the "whole" child. Beginning with the Team of Eight (Superintendent and Board of Trustees), district-wide goals were established.

RAISING FUNDS FOR THE FOUNDATION

Most money raised for foundations are through individual donations. QISD employee contribution through automatic payroll deduction is the largest annual campaign and brings in approximately \$11,000 to the foundation. The Foundation plans and conducts an annual golf tournament that adds approximately \$10,000 to the annual foundation budget. Other campaigns for the foundation that increased revenue were through local businesses such as Walmart Supercenter, L-3 Communications, brick campaigns and the initial founding donor campaign.

By supporting the Quinlan ISD Education Foundation and "Investing in Tomorrow", you will become an integral part of establishing a legacy for Quinlan schools for many years to come. In addition, by being a proactive part of the growth and future of our school, you are essentially being a proactive part of the quality of growth in our community.

The Quinlan ISD Education Foundation works to offer the opportunity to:

- Attract funds from donors who will only donate to a 501 (c) (3) tax exempt organization;
- Raise financial support to supplement, not supplant, existing school revenues;
- Expand community and financial support of education in Quinlan ISD;
- Create a perpetual source of funds for education;
- Provide citizens living in all areas of the district a sense of "community"

From 2005-2015, the Foundation has awarded over \$190,000 in grants to QISD instructional staff. The foundation has awarded \$20,000 in grants annually for most of those years.

The community believes there is a strong correlation between the quality of life in Quinlan ISD and the quality of its education system. This philosophy is important to the youth of the district and equally important to economic growth.

QISD BOARD OF TRUSTEE GOALS ESTABLISHED 2014-2015

To continue to build a true learning culture with academic rigor, strong discipline, competitiveness, and respect for others that yields positive student achievement and encourages progressive, entrepreneurial, innovative and creative thinking.

- To develop and prepare student leaders academically, vocationally, emotionally, and socially to take advantage of the opportunities and challenges of a 21st Century world through authentic, engaging, interactive and progressive instruction.
- To maintain a continual improvement model by utilizing an on-going systems analysis approach
- To maintain long-term financial solvency and to pursue financial equity for all Texas children
- To develop early literacy partnerships with parents and community
- To promote a college & career readiness culture
- To foster increased parent and community involvement
- To become a lighthouse district worthy of emulation

Quinlan ISD strives to align every district initiative and program strategically to our district goals. The district brand (Opening Doors to a World of Opportunities) and LIFE (Lessons in Integrity For Everyone) program were designed to market a comprehensive education of the “whole” child. Leadership opportunities, academic instruction, drug awareness, citizenship, patriotism, anti-bullying, college and career readiness and many other issues are addressed in this campaign. Community Outreach and parent engagement are integral components. Several successful community outreach and parent engagement events have been held in partnership with the local chamber of commerce and/or non-profit community that intentionally address meeting the needs of the “whole” child and the entire family. In addition, QISD provides students with opportunities to put character traits into action through community service learning opportunities and projects.

QISD INSTRUCTIONAL GOALS UPDATED AS OF 2016 (TO BE REVIEWED/UPDATED ANNUALLY)

Priority points will be given to grant applications that provide proof that they are striving to meet Quinlan ISD Performance Goals. These include:

1. At least 75% of students will meet Level II Satisfactory, unless 75% has been met, then 15% increase in ELAR grade level.
2. 65% of all students, in all subjects, will meet or exceed student progress measure on Index 2.
3. Teachers will use proactive discipline procedures to reduce referrals by 15%.
4. Increase district attendance rate to 96% for the 2015-2016 school year.
5. Create a district-wide and individual campus culture that will result in an increase in teacher retention to 85%.

RESEARCH & PROGRAMS

QISD administrators formed leadership principles to lead by example. Each year steps were taken, programs were implemented and increased service oriented mindsets evolved among QISD

employees, setting the platform for systemic change. A series of administrator and staff meetings were held to strategically implement initiatives. The PRIDE Academy was created forming an untraditional high school alternative for struggling students. *The Edge* after-school program was implemented for at-risk elementary students. QISD most recently won a 4.9 million dollar ACE After School Centers of America grant that will accommodate students in pre-K – 12th grades. Partnerships were formed with Paris Junior College to offer free college to students. As of January 2013, incoming high school students who qualify can now earn an associate's degree for FREE. In addition, career training and certification/licensure programs are offered to students for FREE and have increased from zero to over seventeen and growing. In 2012 QISD incorporated two new positions, a Director of Student Leadership Programs and a Director of Special Projects. Campus teams trained to implement programs at each grade level include Site-Based Decision Making Teams, Character Education Teams and Bully Prevention Teams.

STRATEGIES

Strategies used to educate the “whole” child further evolved through various initiatives that garnered input from staff members, parents and stake-holders including city leaders, the chamber of commerce, realtors, service groups and more. One strategy to collect staff member input was through book studies on *The Leader in Me* by Stephen R. Covey and the *Fundamental Five* by Sean Cain and Mike Laird. The elementary campuses have adopted *The Leader in Me* school model and the district has adopted the *Fundamental Five* teaching model. In addition, through implementing *Shattered Dreams* in May of 2012 and working with multiple law enforcement agencies, fire departments and various other volunteers including county court judges, the district was able to collect input from each of these groups. Collaborative efforts are proactively helping entities address the number one reason for most arrests made in the area—alcohol and drug abuse. Ultimately, a multitude of strategies and steady increases in targeted initiatives to educate the “whole” child led to the formation of Quinlan ISD's new brand, (Opening Doors to a World of Opportunities) and the *LIFE* (Lessons in Integrity For Everyone) program in 2012-2013.

IMPLEMENTATION OF PROGRAMS

- A. *The Leader in Me* school model in early childhood through 5th grade
- B. *Fundamental Five* teaching model—district wide (pre-K through 12th grade)
- C. Half-Day Three Year-old Program and Full-Day Pre-K
- D. Character Education Program (CEP) implementation
- E. Expanded Anti-Bully implementation (Unity Day, campus prevention teams, etc.)
- F. ROAR (Recognize, Observe, Act, Report) anonymous bully reporting system implemented
- G. 15 minute character videos are shown on select days throughout year (6th—12th grade)
- H. Peer Mediation (3rd—8th grade) and Seventh Grade Accountability Teams
- I. Safety Patrol, Student Reward Clubs, *Learning for Life*
<http://www.learningforlife.org/>
- J. *LIFE* director presents targeted lessons (example: Meth Awareness)
- K. *Shattered Dreams* program at the high school 2012 (every four years)
- L. Student Lecture Series
- M. Expanded college and career programs
- N. ACE after school program for at-risk students (K-12)
- O. Expanded PRIDE Academy – An untraditional high school for struggling students
- P. Expanded Fine Arts: <http://www.quinlanisd.net/fine-arts/general-information>
- Q. Community partnerships formed to meet more needs of the community, including:
 - 1. QISD/Chamber of Commerce *Christmas Tree Lighting*
 - 2. QISD *Family Health and Safety Fair*
 - 3. QISD/Hunt County Kids, Inc. *Back-to-School Fair* and Backpack program

4. QISD/Paris Junior College Continuing Education for community members
5. QISD Community Continuing Education
6. QISD/WIC Early Literacy Project (providing literature to homes from birth-2nd grade)
7. Expanded Homecoming (Bonfire, Hall of Fame, Parade and Fall Festival)
8. Expanded Community Outreach (Senior Citizen Appreciation, Veteran's Day)
9. Expanded family growth offerings (Love & Logic training, Navigating the Teen Years, Family Sweetheart Dance, etc.)
10. Expanded Free QISD Fitness Center, Community Library and Museum Center

DEMANDS ON BUDGET

Demands on the budget does not allow for additional funds for specific classroom and program enrichment for teachers and staff in most areas. The state of Texas and our politicians at the state level have significantly hurt Quinlan ISD funding for many years as well as many other districts in the state. Quinlan ISD is approximately 75-80% economically disadvantaged. Over eighty percent of the students at the elementary level qualify for free and reduced breakfast/lunch programs.

POPULATION SERVED

Quinlan ISD is a rural, isolated public school district comprised of several small towns that span 152 square miles in the southern portion of Hunt County. A school community with a disheartened spirit due to generational poverty, economic depression, lack of opportunity and widespread unemployment, Hunt County is among the top 10% of incarceration rates in the state, according to the Texas Commission on Jail Standards in February 2013. According to the U.S. Census, research of the district indicates that approximately 40% of the adult population does not have a high school diploma and the same percentage has a criminal record. Comparing data to other Texas school districts, QISD's DAEP referral rate was dramatically high and the district's college bound rate was among the lowest 10% for decades. A large number of our students are identified as homeless and our families have a high mobility rate. Further, reports for the years 2004—2008 indicated completion rates for incoming freshman through graduation at approximately 60%. These statistics are alarming and led QISD to aggressively pursue academic opportunities and develop a workforce that is programmed for success by educating the "whole" child. In order to be successful, the district also has to educate and re-program entire families.

Currently, the ethnicity of the district is approximately 74.55% White, 21.99% Hispanic, .79% Black, .59% American Indian/Alaskan, .28% Asian, .04% Hawaiian/Pacific Island and 1.77% two or more. The district serves approximately 2542 students.

QISD EVALUATIONS OF PROGRAMS AND INITIATIVES IMPLEMENTED

Through annual overall systems analysis checks, leadership teams use a data-driven model and utilize the Continuous Improvement Approach to assess formative and summative evaluations, surveys and data. In 2014-2015, QISD created a mobile application. While the majority of our families do not have a computer at home, they do have the more economical I-phone or Smartphone. A mobile application will enable the district to increase communications into the home by more than 10% each year. To enhance marketing of the "whole" child efforts, the district is aggressively seeking grants to grow existing programs.

GOVERNANCE AND ORGANIZATION OF THE FOUNDATION

The Quinlan ISD Education Foundation, a 501 (c)(3) non-profit corporation, was organized under the laws of the state of Texas and the guidelines of the Internal Revenue Service. The board of directors currently consists of nine

voting members and two ex-officio members. Voting members include a cross section of the community. The non-voting ex-officio members of the Foundation is the QISD Superintendent of Schools and the President of the Board of Trustees. In addition to the By-laws, the Foundation operates with policies and procedures. Activities of the Foundation are conducted through the following offices:

President

Vice President of Administration

Vice President of Programs

Vice President of Development & Fundraising

Vice President of Community Relations

Secretary

Treasurer

Two at-large board members

Specific committees have been formed to accomplish the mission of the Foundation and the functions are as follows:

- **Administration.** The committee develops policies, procedures, goals and banking strategies to ensure the perpetuity of the Foundation's assets. It also monitors all expenditures and investments and establishes and maintains an effective accounting and reporting system to ensure continuation of tax exempt status.
- **Programs.** The committee develops, solicits and accepts proposals for projects/programs that will augment and enrich education. It is also the committee's purpose to validate the need indicated in the submitted proposal/applications, determine the dollars needed, prioritize the needs and recommend action to the Board of Directors. The committee works in close cooperation with the district to plan appropriate programs.
- **Development.** The committee develops plans for requesting donations to support the Foundation's investment plans, endowment and current programs in accordance with the long and short-term goals established by the board of directors.
- **Community Relations.** The committee promotes the Foundation and develops a plan for increasing interest in and awareness of the Foundation's programs and activities. Included in the committee's responsibilities are developing and disseminating printed information, preparing press releases, and lending assistance to the Programs and Development & Fundraising Committees.
- **Investment.** The committee has the responsibility of investing the money of the Foundation in a fiscally prudent manner and in compliance with the Foundation's Investment Policy to ensure the perpetuity of the Foundation.
- **Nominating.** The committee is appointed by the President of the Foundation and proposes nominations for director and officer appointments.

BENEFITS OF THE FOUNDATION FOR QUINLAN ISD

The students and community are the beneficiaries of the funds used for the identified funding priorities. Specifically, benefits of an education foundation include but are not limited to the following:

- Expanded instructional learning opportunities for students
- Attracts and retains quality teachers
- Provides supplemental funds to allow students to gain a competitive edge
- Provides an avenue for community members to demonstrate their support of education
- Purchase equipment and/or programs NOT within the district's budget
- Strong schools build strong communities

FUNDING PRIORITIES

The identified funding priorities are in alignment with QISD's goals and plans and were developed in cooperation with the Superintendent and the district's instructional leadership. Listed below are the Foundation's programs that have been planned to meet identified funding priorities of QISD:

Instructional Enhancement Initiatives. These initiatives will provide funds for initiatives that may extend beyond the classroom to include professional development, materials and equipment to further promote instruction in Pre-K-12. Initiatives funded must be congruent annually with the district's mission and strategic plan. Specific examples of how funds will be used are as follows:

- Classroom technology hardware/software and equipment
- Classroom instructional equipment, manipulatives, supplies, programs and supplemental services
- Supplemental out-of-district learning opportunities for the enhancement of instruction, some examples would include:
 - After completing a unit study of the Holocaust, taking students to the Holocaust museum
 - Taking students to visit the Audie Murphy museum upon studying Texas history
 - Taking students to the planetarium at A&M Commerce while studying solar systems

FUTURE FUNDING INITIATIVES BASED ON DISTRICT GOALS

- In-school Instructional Enhancement Grants/Scholarships for individual students or student organizations currently enrolled in QISD

PLANNED FUNDING LEVELS

Programs	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Instructional Enhancement	\$20,000	\$20,000	\$21,000	\$22,000	\$25,000
In-School Grants	\$0	\$2,000	\$3,000	\$4,000	\$5,000
Subtotal	\$20,000	\$22,000	\$24,000	\$26,000	\$30,000
Endowment	\$0	\$0	\$5,000	\$5,000	\$5,000
Administration	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Total	\$25,000	\$27,000	\$34,000	\$36,000	\$40,000

FOUNDATION GOALS

ADMINISTRATION

- Safeguard assets to ensure best rate of return
- Continue to review and revise policies and procedures as a "Best Practice"

PROGRAMS

- Continue to assess and fund instructional priorities of the district
- Continually assess results of programs funded
- Work with Community Relations committee to publicize funded programs

DEVELOPMENT & FUNDRAISING

- Continually develop effective strategies to achieve funding goals
- Continually expand donor base
- Continually plan for effective fundraising programs to achieve funding goals

COMMUNITY RELATIONS

- Continually publicize foundation funding results and plans
- Continually expand community awareness of the foundation
- Develop donor recognition strategies and initiatives

FOUNDATION BOARD OF TRUSTEES

- Stay current on latest foundation strategies
- Ensure implementation of “Best Practices”

FINANCIAL ADMINISTRATION GUIDELINES

Goal: Provide a perpetual source of funds to support the Foundation’s goals and programs.

Proposed Action Steps

- The Quinlan ISD Education Foundation Board of Directors has the sole discretion of determining the use of earnings of the General Endowment Fund and unrestricted monies.
- New donor directed named endowments may be funded over a five-year period, from the date of the initial gift, in order to reach a minimum of \$5,000 of endowed funds. Endowments will be awarded solely from the earnings of the restricted endowment.
- Of the endowment income, a minimum of 50% will be spent for funding programs, up to 15% will be assessed for administration of the endowment, and a minimum of 25% will be returned to the principal of the endowment in order for it to continue to grow.
- Earnings of all designated endowments, as well as earnings of all endowments not fully funded, will be applied in accordance with the donor’s directions.

2016 FOUNDATION BOARD OF DIRECTORS

Dale Chreene	PRESIDENT
Cory Hogan	VICE PRESIDENT OF ADMINISTRATION
Hershey Barnett	VICE PRESIDENT OF DEVELOPMNT & FUNDRAISING
Barbara Norris	VICE PRESIDENT OF PROGRAMS
Stacy Earls	VICE PRESIDENT OF COMMUNITY RELATIONS
Jenifer Hogan	SECRETARY
Katherine Walla	TREASURER
OPEN	BOARD MEMBER
Mike Walla	BOARD MEMBER

2016 QISD ADMINISTRATION

Dr. Debra Crosby	SUPERINTENDENT
Jeff Irvin	ASSISTANT SUPERINTENDENT
Tiffany Upchurch	DIR. OF SCHOOL COMMUNITY RELATIONS

Tiffany Upchurch FOUNDATION LIAISON

FOUNDATION PROGRAMS COMMITTEE LIAISONS

Chandra White DIR. OF SECONDARY INSTRUCTION
John Milton DIR. OF ELEMENTARY INSTRUCTION

2015 QISD BOARD OF TRUSTEES

Kenny Stone PRESIDENT
Rusty Case VICE PRESIDENT
Eric Kleiber SECRETARY
Todd Darter MEMBER
Dale Chreene MEMBER
Kevin Fritch MEMBER
Barbara Norris MEMBER

FREQUENTLY ASKED QUESTIONS

WHY WAS THE FOUNDATION CREATED?

The Foundation was created to support excellence in education by providing supplemental funds for enrichment purposes in designated program areas not otherwise funded by Quinlan ISD. Funding does not replace or alter use of funds from traditional tax-based sources.

WHAT IS THE PURPOSE OF THE QUINLAN ISD EDUCATION FOUNDATION?

The primary purpose of the foundation is to solicit, manage and distribute supplemental funds for enrichment purposes and to create a perpetual source of funds for educational programs and projects which are not within the budgetary guidelines of the district and/or for which tax dollars cannot be expended. The programs funded will emphasize the foundation’s mission to enhance the learning environment for Quinlan Students.

HOW WILL THE FOUNDATION BE FUNDED?

Programs and activities of the foundation will be funded by donations and interest earned on investment capital. In-kind and monetary gifts will be accepted from individuals, corporations and other foundations.

WHEN WILL FUNDS BE ALLOCATED?

Instructional Enhance Initiatives will be funded annually, while other programs will be funded as determined by the Board of Directors.

IS THE FOUNDATION A FUNCTION OF QUINLAN ISD?

The Quinlan Education Foundation is an independent, non-profit corporation governed by its own board of directors, comprised of a cross section of the community, who has a vision for excellence to support the students and staff of the district. The superintendent and president of the board of trustees serve as ex-officio members.

WHO WILL MAKE THE DECISION ON HOW FUNDS WILL BE ALLOCATED?

Members of the Board of Directors of the QISD Education Foundation will determine how funds will be allocated and awarded. Community volunteers will be involved as committee members to make recommendations to the board in some programs areas.