

PSJA College, Career, Technology Academy -CTE ECHS

**CAMPUS IMPROVEMENT PLAN DECISION MAKING COMMITTEE  
2015 - 2016**

Principal	Darcia Cuellar
Parents	Laura Garcia
Community Representative	Mayela Ruiz
Professional Staff	Adan Alaniz Martha Romero Alam Bracamontez Charles Gilpin Javier Saenz
Non Teaching Professional	Mary Rodriguez
Central Office Representative	Nora Rivas-Garza

**Campus Goal 1: Improve Student Academic Achievement (Index 1)**

**Objective 1:** By July 2016, CCTA will have implemented programs that will give ALL students the opportunities to pass ALL sections of the STAAR EOC/ TAKS assessments, and recover course credits needed to graduate from high school and participate/continue on to college or career of choice.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
<b>Conduct Campus Needs Assessment Cycle:</b> Disaggregated data from Comprehensive Needs Assessment will be reviewed and discussed with teachers to develop the Campus Improve Plan with the help of its SBDM Committee.	Principal, Assistant Principal and Instructional Coach	Comprehensive Needs Assessment Agile Mind assessments	Oct 2015, Dec 2015, Mar 2016 May 2015 July 2015	Principal's Meeting Agenda. Tracking and monitoring of student progress	Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS, TAKS	
<b>Implement Instructional Strategies:</b> -Common Instructional Framework -ELPS strategies - Sheltered Instructional Observation Protocol - Thinking maps	Principal, Assistant Principal and Instructional Coach and Teachers	CIF Strategies Training, ELPS Strategies Training, Sheltered Instructional Training	Oct 2015, Dec 2015, Mar 2016 May 2015 July 2015	Tracking and monitoring of student progress	ELL's increase percentage in benchmark scores. Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS, TAKS	
<b>Academic Performance:</b> Create and/or provide manipulatives to help students with: - Problem solving strategies - Test-taking strategies -Thinking Maps - Interactive Journaling - Foldables - Update State Accountability	Instructional Coach and Campus Teacher	Instructional training Region One Training. Summer Math Camp training. Specialized content Training.	Oct 2015, Dec 2015, Mar 2016 May 2015 July 2015	Tracking and monitoring of student progress	Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS, TAKS	
<b>Viable Curriculum :</b> Utilize and customize District Curriculum Guides and timelines to meet our campus testing cycles and to ensure we implement a quality instructional program.	Principal, Assistant Principal and Instructional Coach and Teachers	TAKS and ERO Academy. Agile mind , District Curriculum(s) and Campus scope and sequence.	Oct 2015, Dec 2015, Mar 2016 May 2015 July 2015	Agendas and Sign-in Sheets, Data Analysis Documents	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS, TAKS	Title 1 - #2,4,8

<p><b>Quality Data to Guide Instruction:</b> Analyze student data for progression or regression patterns. Create Student EOC Profiles. Prioritize needs of ELL populations. Identify target groups. Identify academy lessons. Build begin with end in mind lessons.</p>	<p>Principal, Assistant Principal and Instructional Coach and Teachers</p>	<p>DMAC, Teacher Training for deeper understanding. ELL Data analyzes training.TAKS and ERO Academy</p>	<p>Oct 2015, Dec 2015, Mar 2016 May 2015 July 2015</p>	<p>Principal's Meeting Agenda. Tracking and monitoring of student progress</p>	<p>Students, special pop, and ELL's Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps</p>	<p>Mini assessments, CBAs, BMs, STAAR, TELPAS,TAKS</p>	
<p><b>Increase Learning Time:</b> *Organize and Implement EOC academies. Provide tutoring before and afterschool and on Saturdays.</p>	<p>Principal, Assistant Principal and Instructional Coach and Teachers</p>	<p>Planning time Collaborate with content teachers School Supplies to create hands on lessons.</p>	<p>August 2015 to July 2016</p>		<p>Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps</p>		
<p>*Collaborative Learning Communities daily to improve student performance.</p>	<p>Principal, Assistant Principal and Instructional Coach and Teachers</p>	<p>Planning time Collaborate with content teachers</p>	<p>August 2015 to July 2016</p>		<p>Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps</p>		
<p>*Develop and refine lesson plans to meet needs of ALL students.</p>	<p>Principal, Assistant Principal and Instructional Coach and Teachers District Content Leads</p>	<p>Planning time Collaborate with content teachers School Supplies to create hands on lessons.</p>	<p>August 2015 to July 2016</p>		<p>Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps</p>		
<p>*Implement a campus wide Literacy Time that includes opportunities to practice reading compression strategies, writing in various contents, higher level questioning, and organization of ideas using graphic organizers.</p>	<p>Principal, Assistant Principal and Instructional Coach and Teachers District Content Leads</p>	<p>Planning time Collaborate with content teachers School Supplies to create hands on lessons.</p>	<p>August 2015 to July 2016</p>		<p>Increase percentage in benchmark scores. Student achievement gains, closing achievement gaps</p>		

*Implement structured Common Planning Periods within contents.	Campus Administration Instructional Coach and Teachers	Refine Master Schedule	August 2015 to July 2016		Increase percentage in benchmark scores. Student achievement gains,		
*Implement Instructional Rounds by Schedule teacher Intervistaions to observe quality teaching and learning.	Campus Administration Instructional Coach and Teachers	Instructional coach Calendar of rounds List of expectations	August 2015 to July 2016		Improved Student achievement gains, closing achievement gaps		
<b>Teacher Quality:</b> Assure adherence to timelines and curriculum standards,	Campus Administration Instructional Coach and Teachers	District Curriculum Timelines Walkthroughs Lessons plans	August 2015 to July 2016		Increase percentage in benchmark scores. Student achievement exams.		
*Observe teachers delivery of lessons (peer teachers)	Campus Administration Instructional Coach and Teachers	Instructional coach Calendar of rounds List of expectations	August 2015 to July 2016		Improved teacher performance on McREL evaluations		
*Teachers modeling best practices.	Campus Administration Instructional Coach and Teachers	Instructional coach Calendar of rounds List of expectations	August 2015 to July 2016		Improved teacher performance on McREL evaluations		
* Implement and increase frequency of CIF and SIOP strategies into lessons.	Campus Administration Instructional Coach and Teachers	Refine current lessons plans and curriculum.	August 2015 to July 2016		Increase percentage in benchmark scores. Student		
*Utilize the Instructional Coaches to coach developing teachers.	Campus Administration Instructional Coach and Teachers	Instructional coach Calendar of rounds List of expectations	August 2015 to July 2016		Improved teacher performance on McREL evaluations		

## Campus Goal 2: Student Progress (Index 2)

**Objective 1:** By July 2016, CCTA will have implemented programs that will give all ELL and / or At-Risk students the opportunities to pass ALL sections of the STAAR EOC/TAKS assessments, and recover course credits needed to graduate from high school and participate/continue on to college or career of choice. The campus will increase its passing rate by 5% in Math and English.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
<b>Academic Performance:</b> Utilize a credit recovery program for students who have fallen behind in course work.	Principal, Asst. Principal and Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	Principal's Meeting Agenda	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
Conduct a cross curricular alignment of ELPS campus wide.	Principal, Asst. Principal and Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	Pacing Guide ELPS SIOP postings	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
Incorporate best practices to develop reading and writing in the English Language. - SIOP Strategies - Differentiation of instruction - Routinely and effectively using Linguistic Accommodations.	Principal, Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	Identified language objectives per lesson plan	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
Create and Utilize strategic ELL plans to assist in advancing each ELL to the next proficiency level.	Principal, Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	LEP Strategic Profile per ELL student	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
<b>Increase Learning Time:</b> Provide tutors to be strategically placed in core course for TAKS/EOC courses.	Principal, Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	Tutor Sign Ins	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	

Provide a rich print environment.	Principal, Asst. Principal and Instructional Coach	Title I 211, Local Funds 199	Aug 2015- June 2016	Walkthroughs	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
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**Campus Goal 2: Student Progress (Index 2)**

**Objective 2:** By July 2016, CCTA will have implemented programs that will give all ELL and / or At-Risk students the opportunities to pass ALL sections of the STAAR EOC/TAKS assessments, and recover course credits needed to graduate from high school and participate/continue on to college or career of choice. The campus will increase its passing rate by 5% in Math and English.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Build Educational Background by having students visit local historical museums and/or sites to increase relevance and make connections to educational courses..	Principal Dept Head	Title I 211, Local Funds 199	Aug 2015- June 2016	Field Lesson Logs	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
Provide a Illustrated Vocabulary study guide for each EOC/TAKS subject area.	Principal Content Coach Dept Head	Title I 211, Local Funds 199	Aug 2015- June 2016	Campus Content Curriculum Vocabulary Supplement	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	
<u>Tutorials:</u> Provide tutorials afterschool/mornings to complete Computer Aid Instruction courses.	Principal Asst. Principal Dept Head	Title I 211, Local Funds 199	Aug 2015- June 2016	Sign In Sheets	Increased Student Progress	CBAs, BMs, STAAR, TELPAS, TSI	

**Campus Goal 3: Closing the Gap (Index 2)**

**Objective 1:** By July 2016, CCTA will have implemented programs that will give all ELL and / or At-Risk students the opportunities to pass ALL sections of the STAAR EOC/TAKS assessments, and recover course credits needed to graduate from high school and participate/continue on to college or career of choice. The campus will increase its passing rate by 5% in Math and English.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
<b>Academic Performance:</b> Utilize a credit recovery program for students who have fallen behind in course work.	Principal, Assistant Principal and Instructional Coach		Fall 2015	Principal's Meeting Agenda	Students recovery credits.	Student Transcripts	
<b>English Language Arts: All Students</b> Focused on Reading for comprehension and writing processes in preparation for college attendance.	Principal, Assistant Principal, Instructional Coach, Teachers	Grade Books Lesson Plans Title 1, Local funds	Fall 2015	TAKS/STAAR Tracking charts, Rubrics, Benchmarks, Strategies embedded in the district curriculum guides.	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	
1. Include supplemental aids, ELPS strategies in the curriculum guides to enhance the overall instructional program such as but not limed to: -Dictionaries - Nonlinguistic Representation Activities - Frayer Model Interactive Word Walls Thinking Maps Graphic Organizers	Campus Principal, assistant principal, teachers	Title 1 211, Local Funds 199 Title III 224	Fall 2015	Strategies embedded in the district curriculum guides.	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	

2. Monitor the progress of all students including special population students, i.e. ELL, migrant, 504, dyslexia, etc. through district/campus formative assessments.	Principal, Assistant Principal, Instructional Coach, Teachers	Title 1 211, Local Funds 199 Title III 224	Fall 2015 - July 2016	DMAC Disaggregated data reports utilized in district templates for meeting the system safeguards and shared during Campus Review Sessions	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	
3. Monitor campus implementation of accommodations, co-teaching, interventions to accelerate student progress.	Principal, Assistant Principal, Instructional Coach	Title 1 211, Local Funds 199 Title III 224	Fall 2015 - July 2016	Walk-throughs, Accommodations Lesson Plans	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	
4. Monitor implementation of ELPS strategies to accelerate the progress of ELLs.	Principals, Assistant Principals, Instructional coach, Department Chair	Title 1 211, Local Funds 199 Title III 224	Fall 2015 - July 2016	Walk-throughs, LPAC notes, Lesson Plans	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	
5. Serve the academic and social needs of sub-groups through tutorials, counseling services, extracurricular and school organizations.	Principals, Assistant Principals, Counselor	Title 1 211, Local Funds 199 Title III 224	Fall 2015 - July 2016	Tutorial Logs, Counseling Logs, Participation rates and rosters.	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, TAKS, STAAR, TELPAS	
6. Provide dyslexia services (i.e. multisensory and explicit instruction) to students identified with dyslexia characteristics by 504 Committee.	Principals, Assistant Principals, District Dyslexia Coordinator	Title 1 211, Local Funds 199 Title III 224	Fall 2015 - July 2016	Dyslexia Folders, Walk-throughs, lesson plans, Progress Monitoring Reports	Increase in student achievement of students with dyslexia accommodations	CBAs, BMs, TAKS, STAAR, TELPAS	



<p><b>Those students who need to recover credit will also be required to complete a computer-based credit recovery program for the subject they are lacking. All Students:</b></p> <ul style="list-style-type: none"> <li>-Springboard -</li> <li>TAKS/EOC disaggregation -</li> <li>Student Portfolios -</li> <li>Writing Holistic Scoring -</li> <li>Tutoring -</li> <li>Writing Conferences -SB</li> <li>149 -</li> <li>Sheltered Instruction -</li> <li>Canon Copier</li> </ul>	<p>Principals, Assistant Principals, Counselor</p>	<p>Title 1 211, Local Funds 199 Title III 224</p>	<p>Fall 2015 - July 2016</p>	<p>Tutorial Logs, Counseling Logs, Participation rates and rosters.</p>	<p>Narrowing of the student achievement gap among all student populations.</p>	<p>CBAs, BMs, TAKS, STAAR, TELPAS</p>	
<p><u>Tutorials:</u> Provide tutorials afterschool/mornings to complete Computer Aid Instruction courses.</p>	<p>Principals, Assistant Principals, Counselor</p>	<p>Title 1 211, Local Funds 199 Title III 224</p>	<p>Fall 2015 - July 2016</p>	<p>Tutorial Logs, Counseling Logs, Participation rates and rosters.</p>	<p>Narrowing of the student achievement gap among all student populations.</p>	<p>CBAs, BMs, TAKS, STAAR, TELPAS</p>	

**Campus Goal 4:** Prepare all students for Post Secondary education through a rigorous curriculum and instructional program. (Index 4)

**Objective 1:** By July 2016, CCTA will prepare all students for postsecondary education through a rigorous curriculum and instructional program.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Administration and teachers will attend Professional development will be provided on in-depth study of STAAR release test items to define rigor of lessons.	College Readiness Principals	Region One	August 2015 - July 2016	Agenda Sign in Sheets, Lessons Plans Walkthroughs	Benchmark scores, an increase in the number of students scoring at the Level II, increased graduation rates.	CBAs, BMs, STAAR, TELPAS scores	Title 1 -- #9
TSI Summer Bridge program will be available for preparation of students who have not mastered TSI assessment.	College Readiness Principals Teachers	College Readiness	August 2015 - July 2016	Tutorials Sign in sheets, TSI assessment sign-in sheets	Increase number of students who successfully complete TSI exams.	TSI Scores	Title 1 -- #9
TSI tutorial sessions will be provided on campus to prepare students to pass assessment.	College Readiness Principals Teachers	College Readiness	August 2015 - July 2016	Tutorials Sign in sheets, TSI assessment sign-in sheets	Increase number of students who successfully complete TSI exams.	TSI Scores	Title 1 -- #9

**Objective 2:** By July 2016, CCTA will increase the number of students that complete their college and career certificates of completion before high school graduation.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Comprehensive advisement will be provided to all students.	College Transitional counselors Campus counselors	High School Allotment Funds	August 2015 - July 2016	STC Student transcripts Degree plan Workshops Sign in sheets	Increase in student participation and success in college courses	Number of students who have followed a career pathway.	
Scheduled (timeline) of advisement and create plan to complete college certificate.	College Transitional counselors, Counselors, Financial aid advisors		August 2015 - July 2016	STC Student transcripts Degree plan Workshops Sign in sheets Flyers	Increase in student participation and success in college courses	Number of students who successfully compete their college courses	
Academic support services will be provided to increase retention and completion rates of all student groups.	College Readiness Principals Counselors Tutors	College Readiness Counselors College Advisors Principal	August 2015 - July 2016	Degree plan review sheets, Goal Setting Plan	Increase in student participation and retention in college courses	Number of students who successfully compete their college courses	
Provide in-class college tutors to assist students with CTE STC classes.	College Readiness Principals Counselors Tutors	Tutors College Readiness	August 2015 - July 2016	Sign In sheets	Increase in student participation and success in college courses	Increase number of students who complete courses successfully. Increase GPA	

**Campus Goal 5: Family and Community Involvement**

**Objective 1:** By July 2016, CCTA will provide opportunities for parents to assist students in preparing for assessment, completing high school requirements for high school graduation, and completing college corticated programs.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Parent meeting geared toward knowledge of standardized testing to be held (TAKS, STAAR,TELPAS,EOC)	Parent Educator Campus Administration Counselor Lead Teachers	Local Funds Title 1 Funds	2015 - 2016	Sign in sheets Agendas Meeting Handouts	Parent Surveys Increased Participation Monthly Attendance	STARR Results Participation Performance	Title 1 - #2, #6
Parent meetings geared to awareness and promotion of College certificates available at campus and at our partnering IHE.	Parent Educator College Transitional Counselor College Readiness Department Local IHE partners	Local Funds Title 1 Funds	2015 - 2016	Sign in sheets Agendas Meeting Handouts	Parent Surveys Increased Participation Monthly Attendance	STARR Results Participation Performance	Title 1 - #2, #4, #6
Presentations for parents will be provided on healthy meals, good parenting tips, and test taking strategies.	Parent Educator Local agencies	Local Funds Title 1 Funds	2015 - 2016	Sign in sheets Agendas Meeting Handouts	Parent Surveys Increased Participation Monthly Attendance	STARR Results Participation Performance	Title 1 - #2, #4, #10

**Campus Goal 5: Family and Community Involvement**

**Objective 2:** By July 2016, CCTA will provide tutoring programs and activities that support students taking assessments, increasing school participation, develop positive relationships with students and families; and help students develop positive relationships and a sense of community.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Weekly communication with via telephone contacts to increase tutorial academies.	Parent Educator Teachers	Tutorial Fliers and telephone call logs Home visits logs	September 2015 - July 2016	Sign in sheets Agendas Meeting Handouts	Increased in attendance Improved TAKS and STAAR scores and participation	STARR Results increase in Participation Performance	Title 1--- #2, #9
Train teachers on the implementation of the Family Advocate System.	Campus Administration Counselor Liaison Teachers		September 2015 - July 2016	Sign in sheets Agendas Meeting Handouts	Increased in attendance to FAS sessions	STARR Results increase in Participation Performance	Title 1--- #2, #9
Staff development to Increase effectiveness and participation of students in the Family Advocate System.	All Campus Stakeholders	Parent Educator	September 2015 - July 2016	Sign in sheets Agendas Meeting Handouts FAS Binders	Increased in attendance to FAS sessions	STARR Results increase in Participation Performance	Title 1--- #2, #9

### Campus Goal 5: Family and Community Involvement

**Objective 3:** By July 2016, CCTA will provide students opportunities to participate in community service projects and activities to develop positive relationships and a sense of community among students and staff.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Community Service projects will be provided monthly to increase parent / students involvements.	Parent Educator Principal Teachers	Local Funds Title 1 Funds Local Agencies	September 2015 - July 2016	Sign in sheets Agendas Permission Slips	Increased student participation and attendance.	STARR Results increase in Participation Performance	Title 1--- #2, #9

<p>Campus orientations to provide information on all campus expectations, opportunities, available programs and services.</p>	<p>Parent Educator Principal Counselor Teachers</p>	<p>Local Funds Title 1 Funds Local Agencies</p>	<p>September 2015 - July 2016</p>	<p>Sign in sheets Agendas Permission Slips</p>	<p>Increased student participation and attendance.</p>	<p>STARR Results increase in Participation Performance</p>	<p>Title 1--- #2, #9</p>
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**Campus Goal 6: Technology**

**Objective 1:** By July 2016, CCTA will have implemented programs that will give all students the opportunity to increase student learning through technology. CCTA will increase the integration of technology into the curriculum.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Staff development will be provided to administration, counselor, and teachers on the most effective integration of technology into curriculum.	Technology department	Instructional Technology staff and various available budgets	January 2016 May 2016	Increased number of teachers using technology. Increased number of students using technology. Increased number of lessons using technology.	Increased student scores and students using to create classroom products.	Observations by campus and district personnel. Review of lessons by campus and district personnel.	Title 1 #9.#10
Provide students will additional technology application skills training to use within classes and careers.	District Technology department, campus principal, campus instructional technologist, and teachers.	Software, hardware, and professional development	Ongoing. This objective will be continuously throughout the year.	Sign in sheets. An increase in the number of technology literate students.	Increase the number of students computer literacy and use of technology in school projects.	Observations by campus and district personnel. Review of lessons by campus and district personnel.	Title 1 #6

<p>Content curriculum will be revised to increase the integration of technology's essential knowledge and skills (TEKS) into courses.</p>	<p>District Technology department, Administrator for Technology applications, Campus administration</p>	<p>Core content curriculum resources, content coordinators, campus administrators, teachers.</p>	<p>Ongoing. This objective will be continuously throughout the year.</p>	<p>Timelines for core curriculum. Teacher lesson plans with integrated technology skills.</p>	<p>Gains in the Texas Campus Star Charts</p>	<p>Review campus lessons plans and classroom observations.</p>	<p>Title 1 - #1 , 10</p>
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## Campus Goal 7: School Culture and Climate

**Objective 1:** By July 2016, CCTA will provide a school environment that promotes wellness for its students that yield increased attendance and high academic achievement.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Improve adolescent general well-being by increasing knowledge and access to medical and mental health care.	School nurse counselor	School based clinics local health care providers and agencies	September 2015 - July 2016	Live monitoring of uninsured students with dashboards	Decreased percent of students without medical home	Side by side data analysis	Title 1 --- #10
Provide support services including deterrents of bullying/emotional abuse, suicide risk. Actions steps: - Continued use of the bullying/ suicide box	Nurse Counselor	PSJA ISD LPC	August 2015 - July 2016	Drills run yearly throughout district	Feedback from team after drill is completed, Successful use of actual plan implemented for emergencies	Side by side data analysis	Title 1 - #10
Promote the development of each student as a whole person. - Strengthen personal growth, self-esteem, responsible behavior, youth development and citizenship. -Encourage the participation rate in extracurricular activities.	Nursing Staff Counselor Teachers All Stakeholders	All Stakeholders	August 2015 - July 2016	Nurse Counselor Advocates develop a trusting relationship and rapport with student.	Clinic visits Agenda Sign in sheets Increased participation in activity	Side by side data analysis	Title 1 - #10

**Objective 2 :** By July 2016, CCTA will monitor school attendance initiatives to ensure student academic success.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Promote consistent admission / enrollment procedures to ensure student engagement and quality data.	Campus Administration Campus counselor Campus Personnel	Local funds	August 2015 - July 2016	Pre -registration campaign Student Recovery Initiatives Campus enrollment effectiveness	e-School Cognos Reports Enrollment counts PEIMS data	Ongoing data validations Semi-annual reports	Title 1 - #10
Dissemination of Attendance Expectations /Non attendance guidelines and compliance.	Pupil Accounting Campus Personnel Principal Liaison	Local funds	August 2015 - July 2016	Correspondence, Emails, PEIMS data Sign in Copy of student contract	e-School Cognos Reports Enrollment counts PEIMS data	Ongoing data validations Semi-annual reports	Title 1 - #10
Target Truancy - Home visits & follow up on truancy cases -- Parent /Student Conferences/Meetings/ Student confences with Liaison.	Liaison Parent Educator Administration Counselor Campus Personnel	Title 1 Funds Local	August 2015 - July 2016	E-School cognos reports Agendas Sign in	Improved student attendance / Decreased Truancy filings	Attendance Reports	Title 1 - #10
Provide orientation session for all campus staff, parents, and students to review and communicate the attendance laws and guidelines.	Liaison Parent Educator Administration Counselor Campus Personnel	Title 1 Funds Local	August 2015 - July 2016	Agendas Sign in Meeting handouts	Improved student attendance	Attendance Reports	Title 1 - #10
Establish an incentive program for all students for perfect attendance (weekly and monthly incentives)	Liaison Parent Educator Administration Counselor Campus Personnel	Title 1 Funds Local	August 2015 - July 2016	Agendas Sign in Meeting handouts	Improved student attendance / Decreased Truancy filings	Attendance Reports	Title 1 - #10
Designate teacher mentors for students in need of guidance in regards to attending school on a daily basis.	Liaison Parent Educator Administration Counselor Campus Personnel	Title 1 Funds Local	August 2015 - July 2016	Agendas Sign in Meeting handouts	Improved student attendance / Decreased Truancy filings	Attendance Reports	Title 1 - #10

**Campus Goal 8: Staff Quality, Recruitment, and Retention**

**Objective 1:** By July 2016, CCTA will provide opportunities for parents to assist students in preparing for assessment, completing high school requirements for high school graduation, and completing college certificate programs.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Competitive Salaries for Teachers, and all District staff -Competitive Stipends for Masters and/or certifications that support district initiatives	Human Resources	Funds for salaries & stipends	Feb-Aug?	Greater Retention Rate of district staff Higher staff moral	-Improvement of student academic scores -Improvement in instructional delivery	Staff Retention reports	
Unique campus calendar -aligned to STC academic days -inclusive of summer prep days	District Directors Principal	EOC schedule STC Fall and Spring Schedules	Ongoing	Unique Calendar	Aligned to STC schedules	More experienced work force	
Implement a plan for teacher selection and retention -Bilingual/ESL certified -Core are certifications -Master's degrees -CTE certifications	District Directors Principal	Staffing Needs Projections	On going Strong focus in early spring to meet student needs for upcoming school year	Staff hired High teacher retention rate	-All classrooms have a HQ teacher -Teacher will support student success with content expertise	- Screen all applicants for best candidates - Hold Job Fairs	
Hire university student interns that have demonstrated excellence in the classroom	Principal screens potential student interns	UTRGV / STC students	Fall - Spring	Hiring of Student Interns	Better adjustment for new teacher	Higher retention rate of new teachers	

**Campus Goal 8: Staff Quality, Recruitment, and Retention**

**Objective 2:** Develop and retain 100% highly qualified staff.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Principals training on -interviewing -documentation of new teachers	HR Admin	Documentation Handbook	Nov - March	-Better selection of staff - Improvement of documentation of staff	- Improve the quality of teachers to improve student learning	-Hiring better teachers -Better tracking of staff not meeting performance standards	
New teacher PD and Instructional Coaching support for those in need to improve delivery of instruction	Principal Instructional Coach	Local Funds	Aug 2015-May 2016	Sign In Sheets Coaching logs Coaching Schedules	Benchmark scores, achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	
On going PD of District Curriculum Progression -Condensed curriculum pacing guides for six testing cycles/year.	Principal Instructional Coach	Local Funds	Aug 2015-May 2016	Sign In Sheets for curriculum development & revised guides	Closely aligned curriculum	CBAs, BMs, STAAR, TELPAS	
Instructional Coaching Assistance -New teacher feedback -Teacher enhancement support -CLC time for evaluation tool connections to classroom practices	Department Chairs Instructional Coach	Local Funds	Aug 2015-May 2016	Sign In Sheets Coaching logs Coaching Schedules	McREL Teacher Evaluation Proficiency level growth	CBAs, BMs, STAAR, TELPAS	

**Campus Goal 8: Staff Quality, Recruitment, and Retention**

**Objective 2:** Develop and retain 100% highly qualified staff.

Strategies and Action Steps	Person (s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 School wide Components (Code by #)
Campus Mentoring -Best Practices Share Sessions -What Works Share Sessions	Principal, Dept Chairs, Asst. Principal	Experienced teachers trained in mentoring	Aug 2015-May 2015	Mentoring Logs	Increase in teacher satisfaction & moral improvement in student performance	McREL Evaluation, Reflective Responses, Student Academic Performance	
Implement and effective instructional coaching system with on-going professional development	Principal Collaborative Learning Leaders	Title I Funds Local Funds	Aug 2015-May 2015	Sign In Sheets Coaching Logs Coaching Schedules	McREL Teacher Evaluation Proficiency Level Growth	McREL Mid Term and summative evaluations, SLO obtainment	
Monthly professional development meetings with secondary level instructional coaches	External Coaches Content Coaches	Title I Funds Local Funds	Aug 2015-May 2015	Sign In Sheets Coaching Logs Coaching Schedules	McREL Teacher Evaluation Proficiency Level Growth	McREL Mid Term and summative evaluations, SLO obtainment	
Monthly Collaborative Instructional Review (Instructional Rounds) led by campus instructional coach	Instructional Coach	Title I Funds Local Funds	Aug 2015-May 2015	Sign In Sheets Coaching Logs Coaching Schedules	McREL Teacher Evaluation Proficiency Level Growth	McREL Mid Term and summative evaluations	