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Audie Murphy Middle School
Campus Improvement Plan
2015-2016

Board Approved:

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Mission Statement

The mission of Audie Murphy Middle School is to provide a safe, supportive, and healthy environment that meets the educational, social, emotional, and physical needs of all students. By providing quality instruction, students will explore excellence pathways in preparation for a college and career ready future. We believe that all students are valued individuals that can learn and become responsible and productive members of society.

All stakeholders have a shared responsibility
to fulfill this mission.

Motto: Paving the Way to a College and Career Ready Future.

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What We Believe In

Guiding Principles

- Commitment to Greatness
- Passion For our Work
- Live the Golden Rule
- No Excuses
- Accountability

What We Want to Accomplish

Every student will graduate bi-literate, college ready, college connected, and college complete.

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.
Objective #2: Students will be encouraged and challenged to meet their full educational potential.
Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Title I, Part A
Schoolwide Components:

1. **Comprehensive Needs Assessment:** A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).

2. **Schoolwide Reform Strategies:** School wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school wide program.

3. **Instruction by highly qualified teachers:** All teachers of core academic subjects and instructional paraprofessionals in a school wide program school meet qualifications required to be highly qualified.

4. **High Quality Professional Development:** In accordance with section 1119 and subsection (a)(4), high-quality and ongoing 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 the State's student academic achievement standards.

5. **Strategies to attract high-quality teachers to high-need schools:** The school wide plan must describe the strategies it will use to attract and retain highly qualified teachers.

Title I, Part A
Schoolwide Components:

6. **Strategies to Increase Parent Involvement:** Strategies to increase parental involvement in accordance with section 1118, such as family literary services. Strategies must be developed that increase parent involvement.

7. **Transition**: Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.

8. **Teachers Including in Decisions Regarding Assessments:** Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.

9. **Effective and Timely Assistance to Students Experiencing Difficulty:** Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.

10. **Coordination and Integration:** Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Comprehensive Needs Assessment

Data Resources Reviewed

1. 2014-15 STAAR District Summary Report
2. 2014-15 Attendance
3. Discipline Referrals
4. PEIMS Demographics
5. Walk-through Data
6. Parental Involvement Data
7. McRel Teacher Evaluations
8. Professional Development Plan
9. Teacher Certifications
10. TELPAS Scores
11. Technology Inventories
12. PBMAS

Comprehensive Needs Assessment

Demographics

Demographics Summary

Special Education:

The following sources from across the district were used to review the Special Education data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and State Performance Plan (SPP) indicators to determine strengths and needs of our Special Education students. In addition, the Special Education Department was very involved in the curriculum writing and revision for grades K-12 during the summer to ensure that the general curriculum meets the needs of our special education students. Professional development is also coordinated with the curriculum and instruction department to ensure that all general education teachers are well versed in best practices that support the learning of special education students.

Needs:

System Safeguards Data: As evidenced in the STAAR assessments , the results show an achievement gap as follows:

- In Reading, the achievement gap between SpEd and All students 2014-2015 is undetermined due to the development of the updated state assessment.

- In Mathematics, the achievement gap between SpEd and All students 2014-2015 is undetermined due to the development of the updated state assessment.

- In Writing, the achievement gap between SpEd and All students 2014-2015 is undetermined due to the development of the updated state assessment.

- In Science, the achievement gap between SpEd and All students 2014-2015 is undetermined due to the development of the updated state assessment.

- In Social Studies, the achievement gap between SpEd and All students 2014-2015 is undetermined due to the development of the updated state assessment.

Personnel Needs:

The campus must work closely with the Special Education Department and human resource department to ensure that highly qualified teachers and instructional assistants are recruited, hired, and placed in the appropriate educational setting and to implement the inclusion model effectively.

Professional Development Needs:

The teachers must work closely with the Special Education Department and the Curriculum and Instruction Department and provide PD in the area of co-teaching to implement the inclusion model effectively.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Special Education:

Strengths:

- In STAAR passing rate for SpEd students was undetermined due to the development of the updated state assessment.

*STAAR results only include special education students who took the STAAR exam. STAAR A and STAAR Alt 2 are not reflected on this report.

Comprehensive Needs Assessment

Demographics

Demographics Summary Continued:

English Language Learners (ELL):

The following sources from across the district were used to review the Dual Language/English as a Second Language (DL/ESL) Department data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, Performance Based Monitoring Assessment System (PBMAS) and TELPAS indicators to determine strengths and needs of our ELL students. The DL Department also worked closely with the human resource department to ensure that highly qualified teachers and instructional assistants were recruited, hired, and placed in the appropriate educational setting. Each curriculum and instruction central office administrator by campus type was also assigned an English Language and Spanish Language Development coach to enhance bi-literacy. In addition, the DL Department was very involved in the curriculum writing and revision for grades K-12 during the summer to address the needs of our ELL students and align the curriculum between English and Spanish Language Arts that led to a more coherent and consistent bi-literacy program. Professional development was also coordinated with the curriculum and instruction department to ensure that all general education teachers utilize best practices that support the learning of ELL students.

Needs:

As evidenced in the STAAR assessments , the results show an achievement gap as follows:

- In Reading, the achievement gap between ELL and All students 2014-2015 is 23%.
- In Mathematics, the achievement gap between ELL and All students 2014-2015 is 0%.
- In Writing, the achievement gap between ELL and All students 2014-2015 is 30%.
- In Science, the achievement gap between ELL and All students 2014-2015 is 20%.
- In Social Studies, the achievement gap between ELL and All students 2014-2015 is 27%
- The campus Yearly Progress in TELPAS Composite Rating for students who progressed one proficiency level from 2014 to 2015 was 41%.

Comprehensive Needs Assessment

Demographics

Demographics Summary

English Language Learners (ELL):

Strengths:

On the STAAR exam:

- 7th Grade Reading passing rate for ELL students at PSJAISD was 34%, 7 points above the district
- 8th Grade Reading passing rate for ELL students at PSJAISD was 49%, 7 points above the district
- 8th Grade Science passing rate for ELL students at PSJAISD was 43%, 2 points above the district
- 8th Grade Social Studies passing rate for ELL students at PSJAISD was 22%, 1 points above the district

Comprehensive Needs Assessment

Demographics

Demographics Summary Continued:

Economically Disadvantaged

The following sources from across the district were used to review the Economically Disadvantaged data by the District Education Improvement Council: State of Texas Assessments of Academic Readiness (STAAR) results, and System Safeguards to determine strengths and needs of our Economically Disadvantaged Students.

On the STAAR exam:

Needs:

In 6th Reading, the achievement gap between Eco Dis 56% and All students 64% in 2015, is 8%.

In 7th Reading, the achievement gap between Eco Dis 58% and All students 64% in 2015, is 6%.

In 7th Writing, the achievement gap between Eco Dis 60% and All students 61% in 2015, is 1%.

In 8th Science, the achievement gap between Eco Dis 62% and All students 63% in 2015, is 1%.

In 8th Social Studies, the achievement gap between Eco Dis 48% and All students 49% in 2015, is 1%.

Comprehensive Needs Assessment

Demographics

Demographics Summary Continued:

Economically Disadvantaged

On the STAAR exam:

Strengths:

In 8th Reading, closed the achievement gap between Eco Dis 77% and All students 64% in 2015, by 13%.

*Campus received a Distinction for Closing the Performance Gap for the 2014-2015 school year.

Comprehensive Needs Assessment Continued: Goal 1-8 Summary of Findings

GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
1	Index 1: Student Achievement	Campus met Index 1 with 63% • 7th Grade Writing • 8th Grade Reading • 8th Grade Science • 7th & 8th Grade Algebra I	37% of our students did not meet the index I standard. • 6th Grade Reading • 7th Grade Reading • 8th Social Studies	Improve student learning outcomes in : • 6th and 7th Grade Reading, 8th Grade Social Studies SMART Goal: 75% or Higher for Reading and 60% for Social Studies
2	Index 2: Student Progress	Campus Met Index 2 Campus Exceeded the State Target for Index 2 of 28% with 32% meeting or exceeding the progress measure.	• 68% of our students did not meet or exceed progress measure.	• Address the needs of identified students to meet the progress measure in 2015-16 in Reading and Mathematics
3	Index 3: Closing the Achievement Gap	Campus Met Index 3 Campus Exceeded the State Target for Index 3 of 27% with 43% meeting or exceeding the progress measure. • Mathematics (Algebra 1) Performance 59% Advanced Standard	• Reading Performance - 11% Advanced Standard • Writing Performance – 4% Advanced Standard • Science Performance – 10% Advanced Standard • Social Studies Performance – 2% Advanced Performance	Special population groups will receive additional support and intensive interventions in reading, writing, math, science, and social studies.
4	Index 4: Post Secondary Readiness	The campus met the index 4 target of 13 with a score of 22. 8th Reading 30% 7th Writing 25% 8th Science 29% 8th Grade Math 32%	• 6th Reading 22% • 7th Reading 21% • 8th Grade Social Studies 9% • 6th Grade Math 18% • 7th Grade Math 21%	• Provide Professional development to ensure teachers understand the level of rigor on the state assessment for their course • Revise curriculum • Assess and Monitor frequently through common formative assessments

Summary of Findings

GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
5	Family and Community Involvement	• Neighborhood schools • Communication in both English and Spanish • Parent Liaison District level and campus • Parent Centers • Business Partnerships	• **Parent involvement is low** • **Low Average of parents with high school diplomas and/or postsecondary education**	• Create opportunities for parents to receive postsecondary training/education • Initiate parent academic conferences at all levels
6	Technology	• Availability of technology resources for students and teachers, and staff.	•Integration of technology in instruction and increase the infrastructure, increase the use of student technology for instructional rigor	• Provide training on the implementation of technology integration; increase on-line resource use
7	School Culture and Climate	• Good student attendance • Special Purpose Campuses to address special needs, i.e. pregnancy, credit recovery, discipline • Collaborative Learning Communities with common planning periods • Customer Service • College for All Culture	• Decrease in student enrollment	• Build public relations • Improve student retention
8	Staff Quality, Recruitment, and Retention	• Highly Qualified Staff • New Teacher Academy • McRell Evaluation Tool	• District Job Fair • In-depth application and interview process	• Provide students with the best qualified teachers in every classroom

DEMOGRAPHICS

Audie Murphy	ALL	MALE	FEMALE	SPED	LEP	M1	M2	SPED/ LEP	MIGRANT	ECD	GT	CTE
Number	932	468	464	64	389	51	34	27	75	834	110	168
Percent	100	50.2	49.8	6.9	41.7	5.5	3.6	42	8.0	89.5	11.8	18.0

Audie Murphy	ALL	HISPANIC	ASIAN	BLACK	WHITE	AMERICAN INDIAN/ALASKAN
Number	932	928	0	0	4	0
AUDIE MURPHY	100	99.57	0	0	.43	0

DEMOGRAPHICS

Total Enrollment – 32,051

Total Number of Schools – 43

Percent	AUDIE MURPHY	PSJA ISD	STATE-WIDE
Hispanic	99.57%	98.89%	51.34%
Economically Disadvantaged	89.5%	89.00%	60.26%
ELL	41.7%	41.04%	17.04%

Student Achievement Summary 2015

	Performance Target 2015	State	Region 1	PSJA ISD	Audie Murphy Middle	Goals 2016
Index 1 Student Performance	60	77	73	66	**63**	71
Index 2 Progress Measure	20	37	39	35	**32**	40
Index 3 Closing the Gap	28	40	40	37	**43**	45
Index 4 Postsecondary Readiness	57	75	81	79	**22**	30

State Accountability 2015

	Index 1 Student Achievement	Index 2 Student Progress	Index 3 Closing Performance Gaps	Index 4 Postsecondary Readiness
District	66	35	37	79
Region One	73	39	40	81
State	77	37	40	75
Audie Murphy	63	32	43	22

District   Region One   State   Audie Murphy
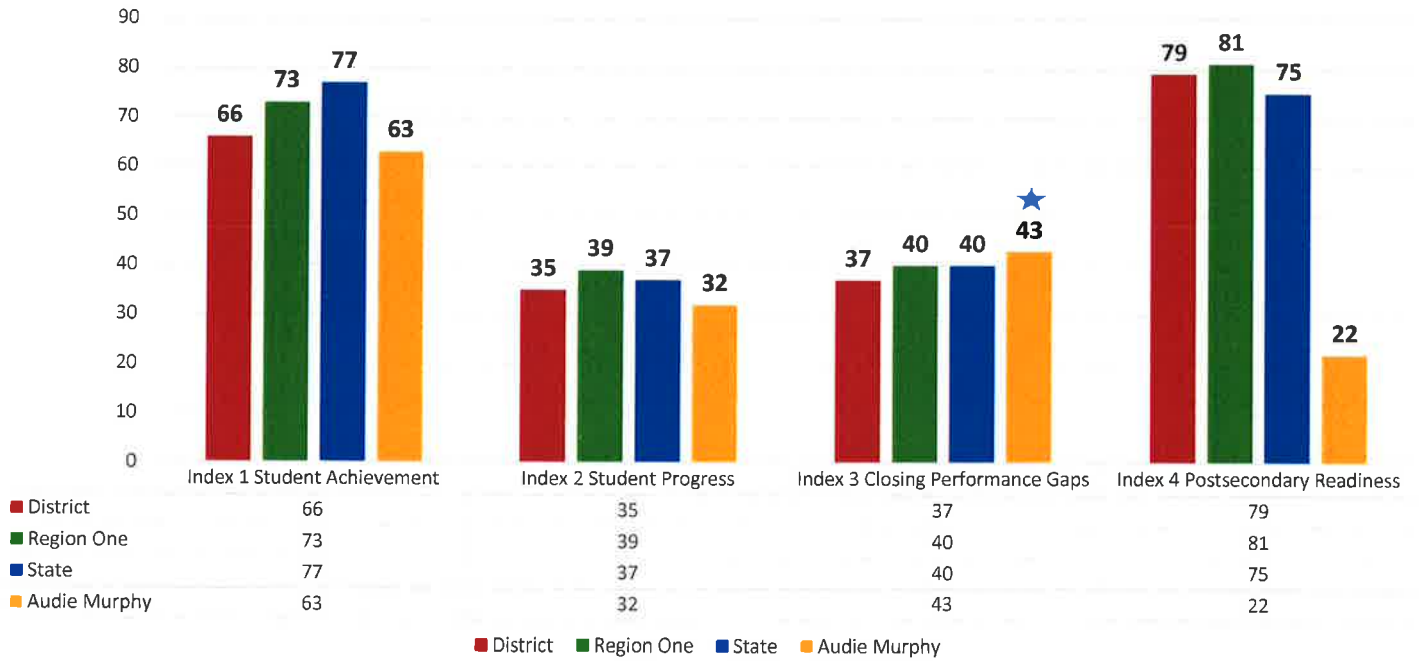
Student Achievement Summary 2015

All Students Performance Rates	Performance Target 2015	State	Region 1	PSJA ISD	Audie Murphy Middle	Goals 2016
Reading	60	77	71	64	**65**	75
Math	60	81	79	70	**100**	75
Writing	60	72	71	66	**61**	70
Science	60	78	75	70	**63**	73
Social Studies	60	78	72	63	**49**	60

Student Achievement Summary 2015

ELL Current & Monitored Performance Rates	Performance Target 2015	State	Region 1	PSJA ISD	Audie Murphy Middle	Goals 2016
Reading	60	62	59	53	**50**	60
Math	60	65	64	54	**51 (2014)**	60
Writing	60	60	62	58	**43**	60
Science	60	61	60	59	**46**	60
Social Studies	60	49	47	38	**26**	60

Student Achievement Summary 2015

Special Ed Performance Rates	Performance Target 2015	State	Region 1	PSJA ISD	Audie Murphy Middle	Goals 2016
Reading	60	43	37	29	**50**	60
Math	60	45	46	34	**63 (2014)**	60
Writing	60	29	22	14	**39 (2014)**	60
Science	60	47	46	47	**67**	60
Social Studies	60	46	41	35	**33**	60

Student Achievement Summary 2015

ECO Dis Performance Rates	Performance Target 2015	State	Region 1	PSJA ISD	Audie Murphy Middle	Goals 2016
Reading	60	70	69	62	**64**	70
Math	60	75	77	68	**63 (2014)**	70
Writing	60	63	69	65	**60**	65
Science	60	71	73	68	**62**	65
Social Studies	60	69	69	61	**48**	60

State System Safeguards 2015

District 2015 Results Level 2 Phase 1	All	African Amer.	Hispanic	White	Amer. Indian	Asian	Pacific Islander	Two or More Races	Econ. Disadv.	Special Ed	ELLs*	% Met for Min Size Req
Reading	64	92	64	73	57	85			62	29	53	
Math (Alg 1 Only)	70	75	69	76		75			68	34	54	
Writing	66	100	66	83	0	100			65	14	58	
Science	70	78	70	68		75			68	47	59	
Social Studies	63	100	63	71	0	83			61	35	38	
Percent of Eligible Measures Met												66

66% = [ ]   Indicates Did Not Meet Minimum Size Requirement
Met 20 Indicators out of 30

Audie Murphy 2015 Results Level 2 Phase 1	All	African Amer.	Hispanic	White	Amer. Indian	Asian	Pacific Islander	Two or more races	Econ. Disadv.	Special Ed	ELLs*	% Met for Min Size Requirement
Reading	65		66						64		50	
Math (Alg. 1only)	100		100						100		100	
Writing	61		61						60		43	
Science	63		64						62		46	
Social Studies	49		49						48		26	
Percent of Eligible Measures Met												73

DISTRICT SYSTEM SAFEGUARDS 2015

	All	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	Current & Monitored ELL	Total Met	Total Eligible	% of Eligible Measures Met
State Target	60	60	60	60	60	60	60	60	60	60	60			
Reading	Y	Y	Y	Y		Y			Y	N	N	6	8	
Math	Y		Y						Y	N	N	3	5	
Writing	Y		Y						Y	N	N	3	5	
Science	Y		Y	Y					Y	N	N	4	6	
Social Studies	Y		Y	Y					Y	N	N	4	6	
Total												20	30	66

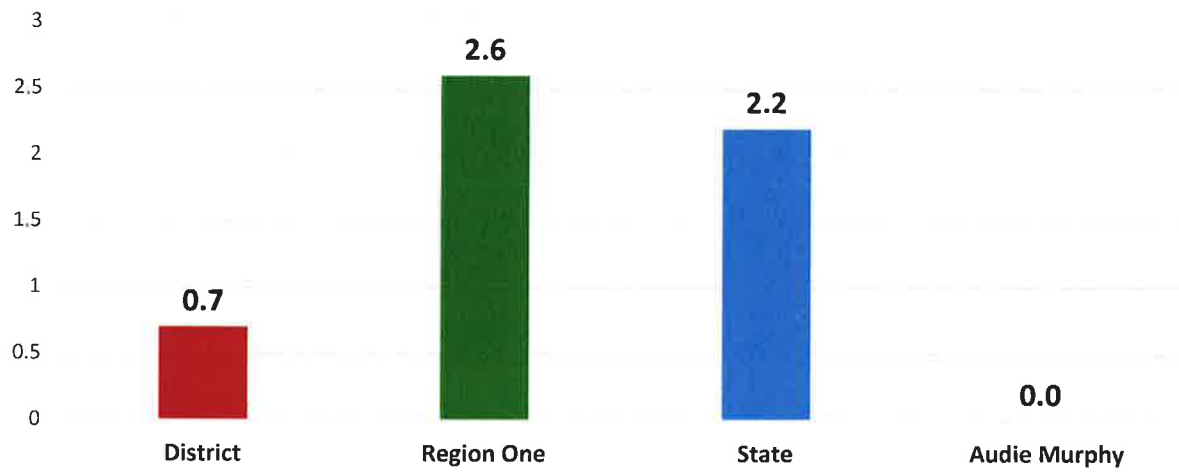# Audie Murphy SYSTEM SAFEGUARDS 2015

	All	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	Special Ed	Current & Monitored ELL	Total Met	Total Eligible	% of Eligible Measures Met
State Target														
Reading	Y		Y						Y		N	3	4	75%
Math	Y		Y						Y			3	3	100%
Writing	Y		Y						Y		N	3	4	75%
Science	Y		Y						Y		N	3	4	75%
Social Studies	N		N						N		N	0	4	0%
Total														73%

Drop Out Rate

Source:
2015 TEA Accountability Reports

PBMAS REPORT 2015

STAAR 3-8 PASSING RATE	BE/ESL				CTE				NCLB		SPED	
	BE	ESL	LEP NOT SERVED	LEP YAE	ALL	LEP	ED	SPED	TITLE 1 PART A	MIGRANT	ALL	YAE
MATH 70	0	3	1	0					1	1	3	1
READING 70	0	3	1	0					1	2	3	2
SCIENCE 65	0	3	1	0					0	1	3	1
SOCIAL STUDIES 65	2	3	NA	NA					2	3	4	NA
WRITING 70	1	3	2	0					1	2	4	NA
STAAR EOC PASSING RATE			LEP									
MATH 60			2		0	2	0	4	0	1	3	
SCIENCE 60			1		0	1	0	2	0	1	1	
Social Studies 60			2		0	2	0	3	0	0	2	
ELA			Report Only		Report Only	Report Only	Report Only	Report Only	Report Only	Report Only	Report Only	

PBMAS REPORT 2015

	BE/ESL				CTE				NCLB		SPED	
	BE	ESL	LEP NOT SERVED	LEP YAE	ALL	LEP	ED	SPED	TITLE 1 PART A	MIGRANT	ALL	YAE
TELPAS READING BEGINNING			2									
STUDENTS IN US SCHOOLS MULTIPLE YEARS			3									
TELPAS												
Reading Beginning Proficiency Level Rate			2									
Composite Rating for students in US Schools Multiple Yrs			3									
STAAR ALTERNATE 2 Participation Rate											3	
ANNUAL DROPOUT RATE			0			0			0	0	0	
RHSP/DAP DIPLOMA RATE			0			0			0	0	0	
GRADUATION RATE			2			0			0	0	0	
CTE NONTRADITIONAL COURSE COMPLETION												
MALES						1						
FEMALES						1						

PBMAS REPORT 2015

	BE/ESL				CTE				NCLB		SPED	
	BE	ESL	LEP NOT SERVED	LEP YAE	ALL	LEP	ED	SPED	TITLE 1 PART A	MIGRANT	ALL	YAE
SPED PLACEMENTS IN INSTRUCTIONAL SETTINGS 40/41 (AGES 3-5)											1	
SPED REGULAR CLASS > = 80% RATE											2	
AGES 6-11											0 RI	
AGES 12-21											0 RI	
SPED REGULAR CLASS < = 40% RATE												
AGES 6-11											1	
AGES 12-21											1	
SPED REPRESENTATION												
ALL											0	
Af American											0	
Hispanic											0	
LEP											0 RI	
SPED DISCRETIONARY PLACEMENTS												
DAEP											0	
ISS											0	
OSS											0	

2015 - 2016 Audie Murphy Goals

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6ᵗʰ Grade Mathematics

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment TARGET: 60%	Goal TARGET: 60%
		2015	2016
Phase In 1 Level II	35	58	-
Phase in 2 Level II	42	44	75%
Final Recommended	60	18	25%
Adv. Level III	81	3	10%

7ᵗʰ Grade Mathematics

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment TARGET: 60%	Goal TARGET: 60%
		2015	2016
Phase In 1 Level II	37	63	-
Phase in 2 Level II	44	49	75%
Final Recommended	61	21	25%
Adv. Level III	80	2	10%

8ᵗʰ Grade Mathematics

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment TARGET: 60%	Goal TARGET: 60%
		2015	2016
Phase In 1 Level II	43	70	-
Phase in 2 Level II	50	60	75%
Final Recommended	64	32	25%
Adv. Level III	86	5	10%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

STAAR EOC High School Passing Rates for MATH

Algebra 1

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%* *DISTRICT*	% of **Students** Passing State Assessment *TARGET: 60%* *Audie Murphy*	Goal *TARGET: 60%*
		2015	2015	2016
Phase In 1 Level II	37	61	100	-
Phase in 2 Level II	44	40	100	100%
Final Recommended	63	21	94	100%
Adv. Level III	78	9	59	80%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015 - 2016 Audie Murphy Goals

6th Grade Reading

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%*	Goal *TARGET: 60%*
		2015	**2016**
Phase In 1 Level II	54	55	-
Phase in 2 Level II	63	43	75%
Final Recommended	77	22	25%
Adv. Level III	88	7	13%

7th Grade Reading

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%*	Goal *TARGET: 60%*
		2015	**2016**
Phase In 1 Level II	54	58	-
Phase in 2 Level II	60	48	75%
Final Recommended	76	21	25%
Adv. Level III	86	9	13%

8th Grade Reading

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%*	Goal *TARGET: 60%*
		2015	**2016**
Phase In 1 Level II	54	68	-
Phase in 2 Level II	62	54	75%
Final Recommended	77	30	40%
Adv. Level III	87	15	20%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015 - 2016 Audie Murphy Goals

7th Grade Writing

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%*	Goal *TARGET: 60%*
		2015	**2016**
Phase In 1 Level II	54	60	-
Phase in 2 Level II	60	48	70%
Final Recommended	69	25	30%
Level III Adv.	83	4	10%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015 - 2016 Audie Murphy Goals

8th Grade Science

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment *TARGET: 60%*	Goal *TARGET: 60%*
		2015	2016
Phase In 1 Level II	57	63	-
Phase in 2 Level II	63	54	73%
Final Recommended	76	29	30%
Adv. Level III	87	10	20%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3-8 were excluded.

2015 - 2016 Audie Murphy Goals

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8ᵗʰ Grade U.S. History District

% of **Items** Needed to Meet State Performance Standard		% of **Students** Passing State Assessment TARGET: 60%	Goal TARGET: 60%
		2015	**2016**
Phase In 1 Level II	50	49	-
Phase in 2 Level II	58	31	60%
Final Recommended	73	9	15%
Level III Adv.	83	3	10%

These charts do not reflect the State Accountability results because they include district data collected from all of the assessments that the state will use for the state accountability ratings in 2015-2016 (STAAR, STAAR A, STAAR ALT 2, STAAR L), including the mathematics 3-8, and all populations. During the 2014-2015 school year, the STAAR A, and STAAR Alt 2, as well as the mathematics 3 were excluded.

2015 - 2016 Audie Murphy Goals

- Goal 1-Index 1:Student Achievement
- Goal 2-Index 2:Student Progress
- Goal 3-Index 3:Closing the Achievement Gap
- Goal 4-Index 4: Post Secondary Readiness
- Goal 5-Family and Community Involvement
- Goal 6-Technology
- Goal 7-School Culture and Climate
- Goal 8-Staff Quality, Recruitment, and Retention

All strategies and action steps highlighted in yellow represent our sub-populations.

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 1: Curriculum will be horizontally aligned in 2015-2016 in all courses.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Summer Curriculum writing sessions for all of the four-core subjects assessed on HB5 will be scheduled in May-June [2015]. All other courses in 2016.	Assistant Superintendent for C&I	Local Funds, Title 1 Funds PSF	Summer 2016	Completed Curriculum Documents	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS, mini assessments,	Title 1- #2, 4
Teacher representatives from all district campuses will be selected to write the district curriculum	HS, MS, ES Administrators	Local Funds, Title 1 Funds	August 2015 - July 2016	Sign-in Sheets	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1- #2, 4
Curriculum writers will be trained on the state standards, indexes, depth and complexity of the TEKS and on the use of data to create a viable curriculum for each course.	Assistant Supt for C&I	Local Funds, Title 1 Funds	August 2015 - July 2016	Agenda and Sign-in Sheets	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1 - #4
Curriculum documents will include ELPS strategies for BE/ELL students and Supplemental Aids for special education students	Bilingual Director, Special Ed Director, Assistant Supt for C&I	Local Funds 199, Title 1 Funds 211, State Comp 199, Title III 263, SpEd 224	Summer 2016	Completed Curriculum Documents	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1-#1,2

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 1: Curriculum will be horizontally aligned in 2015-2016 in all courses.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Formative and summative assessments will be written and aligned to the curriculum to monitor the effectiveness of the curriculum, teaching and learning	Campus Admin Dept. Head Team Leaders	Local Funds, Title 1 Funds PSF	August 2015 - July 2016	Completed Formative and Summative Assessments in the Curriculum Binders	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1 -#8
Campus Performance Review sessions (CPRs) will be held following each district level CBA or Benchmark for in-depth analysis of the data	Principals Admin Team	Local Funds, Title 1 Funds PSF	October 2015 November 2015 January 2016 February 2016 May 2016	Agendas and Sign-in Sheets, Data Analysis Documents	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1 - #2,4,8
Campus Review Sessions (CRSs) will be held at the campus level to review CBA and Benchmark data with the principal and content administrator to plan next steps	Principals Admin Team	Local Funds, Title 1 Funds PSF	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets, Data Analysis Documents	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1 -#2,4,8
Campus Instructional Coaches, Deans, Assistant principals and principals will monitor the implementation of the curriculum at each campus	Principals Admin Team	Local Funds, Title 1 Funds PSF	August 2014 – May 2015	Walk-through documentation	Benchmark scores, student achievement gains	Mini assessments, CBAs, BMs, STAAR, TELPAS,	Title 1 - #3

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 2: **Assessments** aligned to the curriculum will be used to monitor student progress toward meeting state passing standards in 2015-2016.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Teacher representatives from each campus will be trained on how to write CBAs and Benchmarks at the depth and complexity of STAAR/EOC	Assistant Supt for C&I, C&I Administrators District Content Coordinators Principal Admin Team	Local Funds, Title 1 Funds PFS	August 2015 - July 2016	Agenda and Sign-in Sheets	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #4, 8
Prior to the administration of a CBA or Benchmark, teacher representatives will review the assessments to ensure adherence to the Academic Calendar	Principal Admin Team	Local Funds, Title 1 Funds PSF	October 2015 November 2015 December 2016 February 2016	Sign-in Sheets	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #4, 8
Two district-level CBAs and two district-level Benchmarks will be administered to all students in 2014-15.	Principal Admin Team	Local Funds, Title 1 Funds PSF	October 2015 November 2015 December 2016 February 2016	Completed CBAs and Benchmarks	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #8

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 2: Assessments aligned to the curriculum will be used to monitor student progress toward meeting state passing standards in 2015-2016.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Teachers will receive assessment data for their students within 48 hours of the test administration	Campus Principals and Deans	Local Funds, Title 1 Funds	October 2015 November 2015 December 2016 February 2016	DMAC reports	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #8
Data Rooms will be available at each campus for data analysis and monitoring student progress.	Campus Principals and Deans	Local Funds, Title 1 Funds	August 2015- June 2016	Walk-throughs	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #2, 8

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 2: Assessments aligned to the curriculum will be used to monitor student progress toward meeting state passing standards in 2015-2016.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Campus level monitoring of the progress of migrant students will be done immediately following each CBA and BM	Migrant Director, Administrator for Student Success	Migrant Funds 212	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #1, 2
Campus level monitoring of the progress of special education students will be done immediately following each CBA and BM	Special Education Director, Administrator for Student Success	Special Ed Funds 224	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #1, 2
Campus level monitoring of the progress of ELL students will be done immediately following each CBA and BM	Dual Language/ESL Director, Administrator for Student Success	Title III 263	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #1, 2
Provide Dana Center training for cohorted science teachers on creating formative assessments.	Assistant Superintendent for C&I	Title 1 Funds	August 2015- May 2016	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #4

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 3: All subpopulation groups will be monitored to ensure they are on-track to meet state passing standards on the 2015-2016 STAAR

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Campus Goals specific for each subgroup will be developed and shared with all staff	Migrant Director, Special Ed Director, Dual Language/ESL Director, Administrator for Student Success Principal Admin Team	Migrant Funds 212, Special Ed Funds 224, Title III Funds 263	August 2015 – June 2016	District Goal Templates	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #2
Campus Goals specific for each subgroup will be developed at the campus using the district template.	Administrator for Student Success, Migrant Director, Special Ed Director, Dual Language/ESL Director, Principals Admin Team	Migrant Funds 212, Special Ed Funds 224, Title III Funds 263	August 2015 – June 2016	Campus Goal Templates	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #2
Campus administrators will prepare campus level binders with data related to students in each of their subgroup such as BE/ELL, Special Education, Migrant, Economic Disadvantaged, Hispanic, White, etc.	Administrator for Student Success, Migrant Director, Special Ed Director, Dual Language/ESL Director, Principals Admin Team	Migrant Funds 212, Special Ed Funds 224, Title III Funds 263	August 2015 – June 2016	Principals' Data Binders	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 -#2, 8

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 3: All subpopulation groups will be monitored to ensure they are on-track to meet state passing standards on the 2015-2016 STAAR

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
All teachers will be required to follow the modifications/accommodations for the special education students in their classroom.	Campus Principals, Admin Team, Teachers	Special Ed 224	August 2015 – June 2016	Lesson Plans and Walk-throughs	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #1, 2
Special pop groups' data will be reviewed following each district-level CBA and Benchmark for progress toward meeting state standards at Phase 2 Final and Level 3.	Campus Principals, Admin Team, Teachers	Local Funds 199, Title 1 Funds 211, State Comp 199, Title III 263, SpEd 224	October 2015 November 2015 January 2016 February 2016	Special Populations' Data Templates	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #2, 8
Professional development training on data analysis will be provided for campus departments	Campus Principals, Admin Team, Teachers	Local Funds 199, Title 1 Funds 211	August 2015 – June 2016	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 3: All subpopulation groups will be monitored to ensure they are on-track to meet state passing standards on the 2015-2016 STAAR

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Academic interventions, afterschool and Saturday tutorial, and academies will be available for students in each subgroup following each district-level CBA and Benchmark	Campus Principals, Deans, Instructional Coaches, Admin Team	Local 199, Title I 211 , State Comp 199, Migrant 212 , Title III 263, SpEd 224	August 2015-July 2016	Tutorial Sign-in sheets, Schedules	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #9
Parent Academic Conferences will be conducted following each district-level CBA and Benchmark with parents of students in the identified subgroups to share interventions available and have parents sign action plans	Campus Principals, Deans, Instructional Coaches, Admin Team	Local 199, Title I 211 , State Comp 199, Migrant 212 , Title III 263, Sp. Ed 224	October 2015 November 2015 January 2016 February 2016	PAC sign-in sheets and schedules	Benchmark scores, student achievement gains, closing achievement gaps, increased student participation in tutorial program	CBAs, BMs, STAAR, TELPAS	Title 1 - #6

Goal 1: Improve Student Academic Achievement (Index 1)

Objective 4: Professional development specific to the state assessed curriculum will be provided for all district stakeholders

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Administrators and teachers will be trained on the Texas STAAR Assessment Program and will understand how the Indexes, Distinguished Awards and the Systems Safeguards are calculated.	Asst Supt for C&I Admin Team, Campus Leadership Team	Local Funds 199	October 2015	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Teaching staff will be trained on how to unpack the TEKS for each course assessed on HB5	Asst Supt for C&I, C&I Administrators, District Content Coordinators Admin Team	Local Funds 199	August 2015 and on-going	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Collaborative Learning Communities [CLCs] will be scheduled 3X weekly for unpacking the TEKS and lesson plan collaboration	Campus Principals, and Dean Admin Team	Title 1 211, Local Funds 199	August 2015 and on-going	Walk-throughs and Master Schedule	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Teaching staff will be trained on how to use the DMAC Quintile Reports to assess progress toward meeting state passing standards on each Index per student/per subpopulation group	Campus Principals, and Dean Admin Team	Title 1 211, Local Funds 199	August 2015 and on-going	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Common Instructional Framework (CIF) training will be required for all teaching staff.	Campus Principals, and Dean Admin Team	Title 1 211, Local Funds 199	August 2015 and On-going	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4

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Goal 1: Improve Student Academic Achievement (Index 1)

Objective 4: Professional development specific to the state assessed curriculum will be provided for all district stakeholders

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
RtI training will be provided for all staff members to address the needs of all students.	RtI District Coordinator	Title 1 211	August 2015	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
ELPS training will be provided for all staff members to serve the needs of our ELL students.	Dual Language/ESL Director	Title III 263	August 2015	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Inclusion, supplemental aids, modified instruction, and RtI training will be provided for all staff members to meet the needs of students served in special education.	Special Ed Director	Special Ed 224	August 2015	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #4

Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 1: Reading/Writing Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Reading/writing curriculum will be developed using thematic-based instruction and CIF teaching strategies	District ELA Content Coordinators, Instructional Coaches	Title 1 211, Local Funds 199 PSF	August 2015 – June 2016	Completed Curriculum documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
ELAR teachers will receive training on TEKS analysis to determine depth and complexity of each student expectation	Assistant Superintendent for C&I	Title 1 211, Local Funds 199 PSF	August 2015 – June 2016	Agenda and Sign-in Sheets	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Writing Rubrics will be developed and used district-wide	District ELA Content Coordinators	Title 1 211, Local Funds 199 PSF	August 2015 – June 2016	Walk-throughs	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Depth of Knowledge Questions will be written for each literary piece/all genres during Collaborative Learning Communities (CLCs)	District ELA Content Coordinators, Campus Principals, Teachers	Title 1 211, Local Funds 199 PSF	Summer 2015 and on-going	Completed DOK questions in the Curriculum documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

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Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 1: Reading/Writing Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Compositions per six weeks will be required at each grade level	Principals, Deans, District ELA Content Coordinators	Title 1 211, Local Funds 199	August 2015 – June 2016	Completed composition prompts in Curriculum Documents; walk-throughs, gradebooks	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
STAAR Literature questions will be written for each literary piece/all genres	District ELA Content Coordinators	Title 1 211, Local Funds 199 PSF	Summer 2015-May 2016	Completed STAAR Literature questions in the Curriculum Documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Data will be used to inform tutorial lessons and to identify spiraled skills	Assistant Superintendent for C&I, District Content Coordinators, Campus Principals	Title 1 211, Local Funds 199	August 2015-May 2016	DMAC reports, CLC Agendas and sign-in sheets, action plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Data will be used to identify students in need of extended learning opportunities	Assistant Superintendent for C&I, District Content Coordinators, Campus Principals	Title 1 211, Local Funds 199	August 2015-May 2016	DMAC reports, CLC Agendas and sign-in sheets, action plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 1: Reading/Writing Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Two aligned CBAs and two district Benchmarks will be administered district-wide	Assistant Superintendent for C&I, District Administrators	Title 1 211, Local Funds 199	October 2015 November 2015 December 2016 February 2016	Walk-throughs, DMAC reports	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 2: Math Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Mathematics curriculum will be developed for 6-8 using CIF strategies	Assistant Superintendent for C&I, Instructional Coaches Admin Team	Title 1 211, Local Funds 199 PSF	August 2015 and on-going	Walk-throughs and curriculum documents for State Adoption, Agile Mind	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Mathematics teachers will receive training on TEKS analysis to determine the depth and complexity of each student expectation	Assistant Superintendent for C&I Admin Team	Title 1 211, Local Funds 199 PSF	August 2015 and on-going	Agendas and Sign-in Sheets	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Teachers will receive training on unpacking the math TEKS, analyzing data	Assistant Superintendent for C&I Admin Team	Title 1 211, Local Funds 199	August 2015 and on-going	Agendas and Sign-in Sheets	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Data will be used to inform tutorial lessons and to identify spiraled skills	District Content Coordinators, Principals, Deans, Instructional Coaches Admin Team	Title 1 211, Local Funds 199	August 2015-May 2016	CLC agendas and sign-in sheets	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 2: Math Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Data will be used to identify students in need of extended learning opportunities	District Content Coordinators, Principals, Deans, Instructional Coaches, Teachers Admin Team	Title 1 211, Local Funds 199	August 2015-May 2016	CLC agendas and sign-in sheets, Tutorials, Enrichment period attendance rosters	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Daily problems of the day will be developed as spiraled/warm-up activities in STAAR format	District Content Coordinators, Principals, Deans, Instructional Coaches, Teachers Admin Team	Title 1 211, Local Funds 199	August 2015-May 2016	Walk-throughs, lesson plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Exit tickets will be developed aligned to the skill of the day	District Content Coordinators, Principals, Deans, Instructional Coaches, Teachers Admin Team	Title 1 211, Local Funds 199	August 2015-May 2016	Walk-throughs, lesson plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

Goal 2: Improve Student Progress in Reading and Math (Index 2)

Objective 2: Math Instruction will be aligned district-wide.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Two aligned CBAs and two district Benchmarks will be administered district-wide	Assistant Superintendent for C&I, District Administrators Admin Team	Title 1 211, Local Funds 199	October 2015 November 2015 December 2016 February 2016	Walk-throughs, DMAC reports	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9
Provide Agile Mind training on effective teaching strategies for secondary math and science teachers.	Assistant Superintendent for C&I Admin Team	Title 1 Funds	August 2015-May 2016	Agendas and Sign-In Sheets	Benchmark scores, student achievement gains	CBAs, BMs, STAAR, TELPAS	Title 1 - #4

Goal 3: Close the student achievement gap among all populations. (Index 3)

Objective 1: Decrease the student achievement gap among all subgroups (Index 3).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
1. Include supplemental aids, ELPs strategies in the curriculum guides to enhance the overall instructional program such as but not limited to: •Dictionaries •Nonlinguistic Representation Activities •Frayer model •Interactive Word Walls •Thinking Maps •Graphic Organizers •Voyager Program •IStation •Lexia •Think through Math •Agile Minds •STAR Test	Assistant Superintendent for C&I, District Content Coordinators, Bilingual Director, Special Ed Director Admin Team	Title 1 211, Local Funds 199 Title III 263, Special Ed 224	August 2015-May 2016	Strategies embedded in the district curriculum guides.	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,9

Goal 3: Close the student achievement gap among all populations. (Index 3)

Objective 1: Decrease the student achievement gap among all subgroups (Index 3).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
2. Monitor the progress of all students including special population students, i.e. special ed, ELL, migrant, 504, dyslexia, etc. through district formative assessments.	Principals, Deans, Bilingual Director, Instructional Coaches, Admin Team	Title 1 211, Local Funds 199 Special Ed 224	August 2015-May 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, STAAR, TELPAS	Title 1- #1, 8,9
3. Monitor campus implementation of accommodations, co-teaching, inclusion support and interventions to accelerate student progress.	Principals, Deans, Special Ed Director, Instructional Coaches, District Level Administrators Admin Team	Title 1 211, Local Funds 199 Special Ed 224	August 2014-May 2015	Walk-throughs, ARDs, Accommodations, Lesson Plans	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9
4. Monitor implementation of ELPS strategies to accelerate the progress of ELLs.	Principals, Deans, Bilingual Director, Instructional Coaches, District Level Administrators Admin Team	Title 1 211, Local Funds 199 Title III 224	August 2014-May 2015	Walk-throughs. LPAC notes, Lesson Plans	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9
5. Serve the academic and social needs of sub-groups through tutorials, counseling services, extracurricular and school organizations.	Principals, Deans, Bilingual Director, Instructional Coaches, District Level Administrators, counselors Admin Team	Title 1 211, Local Funds 199 Title III 224 Special Ed 224	August 2014-May 2015	Tutorial Logs, Counseling logs Participation rates and rosters.	Narrowing of the student achievement gap among all student populations.	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9

Goal 3: Close the student achievement gap among all populations. (Index 3)

Objective 1: Decrease the student achievement gap among all subgroups (Index 3).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
6. Review 504 students' performance and progress and provide accommodations and interventions.	Assistant Superintendent for C&I, District Content Coordinators, 504 District Coordinator Admin Team	Title 1 211, Local Funds 199 PSF	August 2015- May 2016	504 folders, walk-throughs, lesson plans	Increase in student achievement of students with 504 accommodations	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9
7. Provide dyslexia services (i.e. multisensory and explicit instruction) to students identified with dyslexia characteristics by 504 Committee.	Principals, Deans, District Dyslexia Coordinator, Instructional Coaches, District Level Administrators Admin Team	Title 1 211, Local Funds 199 PSF	August 2015- May 2016	Dyslexia Folders, Walk-throughs, lesson plans Progress Monitoring Reports	Increase in student achievement of students with dyslexia accommodations	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9
8. Provide extended learning opportunities for students not mastering the curriculum through summer school, credit recovery, Saturday academies, tutorials, and enrichment period.	Principals Admin Team	SCE PSF	August 2015- May 2016	Summer school rosters, Credit recovery rosters, tutorial schedules, log in sheets	Students gaining credits, lower failure rates, higher graduation rates	CBAs, BMs, STAAR, TELPAS, Graduation rates	Title 1- #1, 8,9
9. Using data room, principals will monitor assessment results, and lead data analysis discussions with stake holders and plan appropriate targeted instructional interventions.	Assistant Superintendent of C&I, District Level Administrators Admin Team	Title 1 211, Local Funds 199	August 2015- May 2016	Agendas and Sign-in Sheets	An increase in student achievement among all student groups, Narrowing of the student achievement gap among all student populations.	CBAs, BMs, STAAR, TELPAS	Title 1- #1, 8,9

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program. (Index 4)

Objective 1: Increase the number of students that score at the Level II Final Recommended Phase on STAAR and Advanced Level III (Indexes 3 and 4).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Revise all curriculum documents for HB5 STAAR courses.	Assistant Superintendent for C&I Admin Team	Local Funds, Title 1 Funds	Summer 2016 (on-going)	Completed Curriculum Documents	Benchmark scores, an increase in the number of students scoring at the Level II FR Phase on STAAR	CBAs, BMs, STAAR, TELPAS	Title 1- #2, 4
Provide training for all staff members (principals, teachers, instructional coaches) on TEKS analysis to determine depth and complexity of each student expectation.	Assistant Supt for C&I	Local Funds, Title 1 Funds	August 2015 (on-going)	Agenda and Sign-in Sheets	Benchmark scores, an increase in the number of students scoring at the Level II FR Phase on STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Provide training on in-depth study of STAAR released test items to define rigor of the lesson.	Assistant Supt for C&I	Local Funds, Title 1 Funds	August 2015 (on-going)	Agenda and Sign-in Sheets	Benchmark scores, an increase in the number of students scoring at the Level II FR Phase on STAAR	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Two aligned CBAs and two district Benchmarks will be administered district-wide.	District Content Coordinators	Local Funds, Title 1 Funds	August 2015 (on-going)	Completed Formative and Summative Assessments in the Curriculum Binders	Benchmark scores, an increase in the number of students scoring at the Level II FR Phase on STAAR, tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 -#8

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program. (Index 4)

Objective 1: Increase the number of students that score at the Level II Final Recommended Phase on STAAR and the Advanced Level III. (Indexes 3 and 4).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Administrators and teachers will be trained on the Texas STAAR Assessment Program and will understand how the Indices, Distinguish Awards and the Systems Safeguards are calculated.	Asst. Supt for C&I Admin Team	Local Funds 199	October 2015 (on-going)	Agendas and Sign-in Sheets	Benchmark scores, student achievement gains, closing achievement gaps, student tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 - #4
Teachers will identify students in each phase of accountability following each CBA and BM using DMAC reports in order to form targeted tutorial groups for the Level II Final Recommended Phase and the Level III Advanced on the STAAR assessment.	Principals Admin Team	Local Funds, Title 1 Funds	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets, Data Analysis Documents, CPR, DRS	Benchmark scores, student achievement gains, student tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,4,8
Campus Performance Review sessions (CPRs) will be held at each campus following each district level CBA or Benchmark for in-depth analysis of the data.	Principals Admin Team	Local Funds, Title 1 Funds	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets, Data Analysis Documents	Benchmark scores, student achievement gains, student tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,4,8
Campus Review Sessions (CRSs) will be held at the campus level to review CBA and Benchmark data with the principal and to plan next steps.	Principals Admin Team	Local Funds, Title 1 Funds	October 2015 November 2015 January 2016 February 2016	Agendas and Sign-in Sheets, Data Analysis Documents	Benchmark scores, student achievement gains, student tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 -#2,4,8

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program. (Index 4)

Objective 1: Increase the number of students that score at the Level II Final Recommended Phase on STAAR and the Advanced Level III. (Indexes 3 and 4).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Tutorials will be provided for the various student groups in each phase of accountability to ensure students improve their scores to the Level II Final Recommended Phase and the Level III Advanced on the STAAR assessment.	Principals Admin Team	Local Funds, Title 1 Funds/ SCE	August 2015-May 2016	Tutorial logs (Student Sign-in Sheets & Schedules)	Benchmark scores, an increase in the number of students that score at the Level II Final Recommended Phase and the Advanced Level III on STAAR.	CBAs, BMs, STAAR, TELPAS	Title 1 - #2,4,8

All Core Content Subjects and Subgroups
Resources

All students, all contents and student subgroups/needs:
Purchase of consumables in all content areas as needed
ELA Reading/Social Studies
Implement a continuous monitoring program to ensure continuity and consistency of the curriculum:
Conduct grade level meetings to disseminate information, assure adherence to timelines and curriculum standards, sharing of ideas, analyzing student progress, etc.

- Review grade books and lesson plans
- Review student class portfolios
- Review student STAAR profiles
- Vertical academic teams
- Meet regularly to plan lessons
- Accelerated Reader testing and monitoring
- Use learning styles methodologies – CIF
- Conduct after school and Saturday tutorials
- Conduct content academies

Conduct grade level meetings to analyze data to include:
- STAAR
- LAS/TELPAS
- STAAR Alt., A
- ELL students
- AEIS Report

Identify needs of all special populations

Identify, select and implement instructional programs to meet the needs of all population groups in all areas.

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All Core Content Subjects and Subgroups
Resources

- Reading Portfolios
- Individual Student Profiles
- Reading STAR Program
- Use Accelerated Reading program to encourage reading
- Introduce Student Performance & Product assessment rubrics
- Thinking Maps
- Provide classrooms libraries/programs
- Class sets – novels
- Newspapers
- Magazines
- ESL Dictionaries
- Thesaurus
- Internet Resources
- Response to Intervention (RTI)
- STEM – buy consumables
- Voyager
- Bulletin Boards for displaying student work and projects
- Provide after school and Saturday tutorial snacks on tutoring days.
- Purchase supplemental workbooks, supplies/materials and equipment to meet the new STAAR requirements in all core content areas.

*To use **District Print Shop** for any supplemental reproducibles that are needed for instructional purposes in any core content area.
 Purchase Supplies/Materials as needed for All academic core classes

All Core Content Subjects and Subgroups
Resources

Utilize TELPAS results to help students :
- Provide a literature – rich environment by increasing the number of novels in the classroom and school library and make available to ELL students
- ESL Dictionaries
- Class sets of Quickreads – Read along stories
- Books on CD
- Voc. Word Walls
- Accelerated Reader
- Lesson Plan
- Graphic Organizers
- TEKS – STAAR
- STAAR / STAAR Alt , A
- Thinking Maps
- Interactive Notebooks
- Provide additional tutoring/reinforcement to students identified at-risk of failing.

Mathematics – Migrant
Migrant lab

Science – LEP
Science Enrichment Course

All Core Content Subjects and Subgroups
Professional Development/

- Establish continuous professional staff development in identified areas of need.
- Reading academy for the struggling readers
- SIOP (Sheltered Instruction Observation Protocol)
- Differentiation of Instruction
- Cooperative Learning
- Train all teachers in GT strategies
- AP/Pre-AP Inservice
- McDonald Consulting
- Diana Ramirez
- Region One Service Center
- CAST (Science)
- Curriculum Writing
- Destination Imagination
- Thinking Through Math (Math)
- HESTEC
- School Improvement Conference
- Middle Schools Matter Conference

All Core Content Subjects and Subgroups
Professional Development/

Provide continuous staff development in:
- Data analysis to identify language proficiency levels
- ESL strategies/SIOP
- Instructional Academies
- After school & Sat. tutoring
- Differentiation of Instruction
- LAS Training
- LAS Links Training
- LPAC Training
- Attending ESL Conferences
- Author visits - library
- Motivational Speakers
- SIOP Training
- Voyager/Passport Journey Intervention
- Dual Language
- University Interscholastic League (UIL)

All Core Content Subjects and Subgroups
Professional Development

Support teacher staff development activities in the following:
Special Education
- Bilingual/ESL strategies to support classroom instruction for LEP students
- Awareness of cultural factors that influence instruction
- Instructional strategies such as modifications and accommodations in general education
- Positive behavior intervention strategies to enhance classroom management and de-escalate and/or diffuse inappropriate behavior
- CPR Training for teachers and paraprofessionals of self contained classrooms every two years
- First Aid
- Tutoring
- Differentiation of Instruction

Support Facilitation- Electives
> Teacher prepared accommodations and modifications (non – core area courses).

Speech Therapy
Related Services:
> Transportation, Counseling, Psychological services, school health services, social work services, behavior strategist, PT, OT, VI, and OM.

All Core Content Subjects and Subgroups
Technology

Integrate technology into the curriculum to reinforce and enhance math skills.
- Data Projectors and data projector parts
- Document Cameras
- Classroom Clickers
- Classroom microphones
- I-Pads
- Software
    - Brainpop
    - Thinking Through Math
    - Study Island
    - Istation
    - Stemscopes
    - LearnSmart
- Mimios
- Laptops
- Student Lab computers and printers

Computer Lab Bulletin Boards for student work and presentations
Purchase supplemental workbooks, supplies and equipment to meet the new STAAR requirements.

Science
- Keep laboratory equipment up to date
- Purchase supplies and equipment needed to do labs and other lessons

Math
- Calculators

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program.

Objective 2: Increase the number of students that complete their core courses and receive their Associates degree or certificate 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 Schoolwide Components
Provide comprehensive advisement to students	Admin Team College Readiness Mentors Counselors Specialists	Title One Local Funds	August 2015 – May 2016	Degree Plans, advisement, sequence of courses, High School Pathways	Number of students who receive AS degrees, number of students who complete core, certificates of completion	Number of students who have followed a career pathway.	Title 1 - #2,4,8
Provide academic support services to increase retention and completion	Admin Team College Readiness Mentors Counselors Specialists	Title One Local Funds	August 2015- May 2016	Student sign-in sheets, Center for Learning Excellent log in	An increase in the number of students taking Algebra I, Art HS Credit, and Spanish 2 AP	Number of students who successfully complete their college courses.	Title 1 - #2, 4
Students will attend the Career/College Fair	Admin Team Counselors Guest Speakers	Title One Local Funds	March 2016	Sign – In Sheets Brochure	An increase of students who gain interests in a particular career and college pathway	Number of students enrolled in college courses at the ECHS. Inform parents about the various opportunities available in our district and community.	Title 1 - #2, 4, 6, 8

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program.

Objective 3: Increase the number of student who successfully pass the Texas Success Initiative (TSI) College Readiness assessment.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Provide TSI class instruction in 8th grade level courses that prepares students for the assessment	College Readiness Middle School Principals	Title One Local Funds	August 2015 – May 2016	Attendance Sheets	An increase in the number of students who pass the assessment	The number of students who successfully complete the course and pass the TSI assessment.	Title 1 - #2,4,8
Provide TSI Summer Bridge Program for preparation of students who have not mastered TSI assessment	College Readiness, High School Principals, Assigned TSI Teacher	Title One Local Funds	June 2015- August 2015	Tutorial sign-in sheets, TSI assessment sign-in sheet	An increase in the number of students who pass the assessment	The number of students who successfully complete the course and pass the TSI assessment.	Title 1 - #2,4,8
Provide non-credit bearing course for preparation of students to pass	College Readiness, HS Principal, IHE	Title One Local Funds	January 2015- May 2015	Class rosters	An increase in the number of students who pass the assessment	The number of students who successfully complete the course	Title 1 - #2,4,8

Goal 4: Prepare all students for postsecondary education through a rigorous curriculum and instructional program.

Objective 4: Increase the number of students who transition into a two-year community college or four-year university

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Inform students (CFES cohort) about all college transition processes	College Transition Specialists Financial Aid Officers IHEs College Advisors	Title One Local Funds	August 2015 – May 2016	FAFSA applications, College Applications	The increase in number of students who complete all college-related documents	The number of students who enroll in college.	Title 1 - # 2,3
Provide support through the College Transition Specialists College Tours	College Transition Specialists PSJA College Advisors Financial Aid Officers	Title One Local Funds	August 2015 – May 2016	Schedule, College Orientation sign in sheet	The number of students who enroll in college courses at the ECHS.	The number of students who are interested in a college.	Title 1 - # 2,3

Goal 5: Family and Community Involvement

Objective 1: Provide opportunities for parents to assist students in preparing for assessments

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Parent meetings geared toward knowledge of standardized testing	Principals, Parental Director, Parent Educators	Local Funds, Title I Funds	August 2015 - May 2016	Sign-in Sheets	Parent Surveys		Title I- #4, #6
Parent Orientations	Parental Director, Parent Educators	Title I Funds	August 2015 - May 2016	Sign-in Sheets, Telephone Logs	Parent Surveys		Title I- #4, #6
Sponsor after school tutoring camps @ Parental Education Centers throughout District for Elementary & Secondary Campuses	Parental Director, Logistic Specialist, Site Managers	Title I Funds	August 2015 - May 2016	Sign-in Sheets, Telephone Logs	Benchmark Scores CBA	STAAR, LAS-Links, TELPAS, TPRI/Tejas Lee, EOC	Title I- #2, #9
Assist Secondary Campuses increase their tutorial academies via telephone contacts, etc.	Parent Educators	Title I Funds	August 2015 - May 2016	Sign-in Sheets, Attendance Logs, Telephone Logs	Parent Surveys	STAAR	Title I- #2, #9

Goal 5: Family and Community Involvement

Objective 4: Increase Parental involvement in secondary campuses

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Host at least 2 major events per year	Parental Director, Logistic Specialist, Parent Educators	Local Funds, Title I Funds	August 2015 - May 2016	Sign-in Sheets	Parent Surveys		Title I- #6, #10
Host one (1) graduation requirements seminar for all secondary parents	Parental Director, Logistic Specialist, Parent Educators, Financial Aid Officers	Local Funds, Title I Funds	August 2015 - May 2016	Sign-in Sheets, Registration forms	Parent Surveys		Title I- #6, #10
Increase enrollment of adult Literacy Participation by 15%	Parental Director, Logistic Specialist, Parent Educators	Local Funds, Title I Funds	August 2015 - May 2016	Classroom attendance sheets	End of year course completion certificates		Title I- #6, #10
Partner with DAEP and National Honors Society Programs to engage students in community service projects	Parental Director, Logistic Specialist, Parent Educators	Local Funds, Title I Funds	August 2015 - May 2016	Registration forms, MOU'S, Projects Participation Forms	Measure DAEP recidivism rate, Tally of volunteer hours On a monthly basis		Title I- #9

Goal 6: Technology -The district will implement and update a comprehensive plan for meeting student learning needs through technology.

Objective 1: Provide on going support for the implementation/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 Schoolwide Components
Provide financial and physical resource support for instructional staff to effectively integrate technology into the curriculum. Teachers will participate in a Technology Integration Academy. These academies will be planned for each of the core content areas as well as key electives.	Technology Director MIS Coordinator Instructional Technology Coordinator Chief Financial Officer Superintendent of Schools	Instructional Technology Staff and various state, federal, and local budgets	Ongoing... This will be a yearly expense with additions each year as funds become available.	Increased number of teachers using technology Increase in the number of participant in technology trainings Results of Technology Integration Surveys Increase in the number of students using technology	Increased student scores.	Budget reviews and monthly campus visits with Central Office Administrator.	Title 1 - #5
Provide resources and support for Campus Instructional Technologists to work directly with teachers to integrate technology into curriculum.	Instructional Technology Coordinator Technology Director Chief Financial Officer Principals Campus Instructional Technologists Superintendent of Schools	Software, hardware, and professional development	Ongoing. This is a yearly expense that will be increased every year as funds are available.	Increased technology training session being held at the campus level. Increase in the number of participants in campus based technology sessions (sign in sheets).	Increased student scores. More technology projects in core classes.	Instructional Technology Department reviews.	Title 1 - #10
PSJA ISD provides adult literacy and technology application skills training for parents via the Parental Involvement Department. The Parental Involvement Department gets technology literate teachers from the Bilingual/ESL Department to conduct these trainings. These training take place on a monthly basis throughout the year. The department is in essence its own adult literacy provider.	Parental Involvement Coordinator Bilingual/ESL Director Instructional Technology Coordinator Bilingual/ESL and Technology Applications Teachers	Software, hardware, and professional development	ongoing. This is a strategy that is carried out year-round and in the summers.	Sign-in sheets An increase in the number of technology literate and English Proficient parents	Increase in the number of Technology Literate parents, and community members.		Title 1 - #6

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Goal 6: Technology

Objective 1: Provide on-going support for the implementation/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 Schoolwide Components
The Technology Department will provide technology resources (online Accelerated Reading Software) to facilitate reading development for all students.	Instructional Technology Coordinator Library Coordinator Technology Integration Specialist	Accelerated Reader Software, adequate bandwidth, and adequate hardware	August 2015 – May 2016	AR reports from schools	Improved scores in reading	Increase in the participation and scores on the AR program	Title 1 - #1
The Technology Department will provide for the delivery of online library/research resources (Destiny Online)so as to facilitate the integration of these resources in the classroom. These resources will be available in the classroom and at home for all students.	Instructional Technology Coordinator Library Coordinator Technology Integration Specialist	Destiny Software, adequate bandwidth, and adequate hardware	August 2015 – May 2016	usage reports from the Destiny system.	Increase in the number of students using the Destiny system.	Review of Destiny Reports	Title 1 - #1

Goal 6: Technology

Objective 2: Identify and apply strategies for supporting the use and integration of technology in learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Audit the curriculum and integrate technology essential knowledge and skills (TEKS) at the 6-8 level and update and create courses for Technology Applications.	Instructional Technology Coordinator Assistant Superintendent for Curriculum and Instruction Core area curriculum coordinators Elementary Administrator Technology Applications Review committee for (HS) Area Administrators Superintendent of Schools District Technology Advocacy Committee	Core content curriculum resources. Learning.com resources. State guidelines for required technology courses.	This is an ongoing process. However, a committee will be formed to specifically address the secondary Technology applications courses at the High School level. This will be done Sept 2015.	Time lines for core curriculum areas Scope and sequence for core curriculum areas Teacher lesson plans with integrated technology skills Reports from the online Technology Applications Curriculum System.	Gains in the Texas Campus Star Charts in the areas of Teaching and Learning.	Ongoing review of the district course offerings and alignment with state course requirements.	Title 1 - # 1,2
Develop units of practice aligned with the core content curriculum.	Instructional Technology Coordinator Assistant Superintendent for Curriculum and Instruction Core content area coordinators Technology Integration Specialist District Technology Trainer	Core content curriculum resources. Learning.com	ongoing This will be done by June 2016.	Results of technology benchmarks Teacher lesson plans Reports from the online Technology Application TEKS Curriculum.	Increased scores on technology benchmarks and state tests.	Instructional Technology department campus visits and observations.	Title 1 - # 1,2,9

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Goal 6: Technology

Objective 2: Identify and apply strategies for supporting the use and integration of technology in learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Expand distance learning efforts to enhance classroom instruction. The district will join the Region One Distance Learning (Video Conferencing) Consortium.	Instructional Technology Coordinator, Technology Integration Specialist , Core content area coordinators	Video conferencing equipment, online curriculum resources Title One Local Funds	Aug 2015 – May 2016	Usage reports of the district video conferencing equipment. Teacher lesson plans. Student evaluation of video conferencing events.	Increased student enrollment and completion of online classes.		Title 1 - # 2
Continue to support computer assisted instruction in computer labs and distributed settings.	Instructional Technology Coordinator ILS Support Specialist Campus Lab Managers Campus Instructional Technologist	Title One Local Funds	Ongoing. This is a regular service that is provided to all campuses.	Campus visits to computer labs by Instructional Technology Staff. SME usage reports. Learning.com TA TEKS Program reports Three year computer hardware replacement for all campus computer labs which are using computer assisted instruction. Increase in student achievement (higher STAAR scores).	Increase in student achievement (higher STAAR scores). Higher TA 8th Grade Scores		Title 1 - # 1,2
The campus will mandate that all paraprofessionals dedicate at least 30 minutes a week for TA Applications TEKS instruction (learning.com)	Instructional Technology Coordinator ILS Support Specialist Campus Lab Managers Campus Instructional Technologist	Learning.com, Instructional Technology Labs Title One Local Funds	Aug 2015 – May 2016	LAB usage logs	Increase in student achievement (higher STAAR scores). Higher TA 8th Grade Scores		Title 1 - # 2

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Goal 6: Technology

Objective 2: Identify and apply strategies for supporting the use and integration of technology in learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Reestablish summer computer training opportunities for students. 19 computer technology camps (Technology Applications, Web Design, and Video Editing)will be hosted during the summer of 2013- and throughout the year in 2013-2014. The district will also offer computer education classes to parents via the district's Parental Involvement Program. Summer of 2013 2013-2014 School Year	Instructional Technology Coordinator Technology Integration Specialist District Technology Trainer ILS Support Specialist Campus Instructional Technologists Parental Involvement staff which will be trained by the Technology Center Staff.	Hardware, software. And Technology Applications Instructors.	Summer of 2015 2015-2016 School Year	Increased number of summer technology camps. Increased enrollment in summer technology camps. Display of student summer technology projects on district web site.	Increased involvement in school technology programs by students. Student evaluations of summer technology camps.		Title 1 - # 2,9
Organize and host/campus computer fairs to promote student produced projects. Parents will be actively involved in these fairs. They will serve as guides and in some cases judges.	Technology Director MIS Coordinator Instructional Technology Coordinator Campus Instructional Technologists Computer Lab Managers Campus Librarians/Media Specialists Campus Administration Classroom Teachers Students Technology Vendors Business/Community Partners	Hardware, software, and other technology resources	By Spring of 2015. Campuses will have at least one technology fair a year. By 2015 the district will designate a PSJA Technology Day.	Computer fair schedules. Pictures and write-ups on the computer fairs. Student and teacher evaluations of the events.	Increased us of technology by students and teachers.		Title 1 - # 2,9

Goal 6: Technology

Objective 1: Maintain and update Intranet and Internet capabilities to all campuses to enhance student learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Provide internet instruction to all teachers and students. The district will use Learning.com for all K-8 students and Atomic Learning for all others. Comments: Teachers have to be updated on new internet resources and online initiatives every year because these resources are constantly changing.	Instructional Technology Coordinator District Technology Trainer Technology Integration Specialist Campus Instructional Technologists Campus Librarians Computer Lab Managers Campus Administrators Library Coordinator	Learning.com, Atomic Learning, and other online resources.	Ongoing. Will ensure that all teachers and students will receive internet instruction (net etiquette and cyber bullying) every year. This will ensure CIPA compliance.	online campus and classroom web sites	Internet permission forms for students. Acceptable Use Policy Training sign-in sheets. Increased usage of internet resources by teachers and students (reports from network log-in process).	STAR Chart	Title 1 - # 2,9

Goal 6: Technology

Objective 4: Maintain and replace the instructional lab computers every three years in order to maintain the highest level of instruction.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
The Instructional Technology Department will use local funds to replace all computers in campus instructional labs every three years. The district has embarked on a new lease purchase plan which allows the district to procure all of the equipment the same year. The equipment will be replaced every three year.	Technology Director	Local Technology Budget, and hardware	Ongoing... all of the campuses received replacement computers for their instructional labs in 2013-2014. They will receive new computers in 2016-2017.	computers at each campus instructional lab will be no more than 3 years old at any given time.	This means that no lab computer will be out of warranty as long as it is in the lab setting.	STAR Chart	
In an effort to address the decrease in campus instructional computers due to the end-of-life obsolescence plan, the district will provide computers to equalize the number of computer lost through obsolescence.	Technology Director Instructional Technology Coordinator, MIS Coordinator	Title One Local Funds	The district already has a web site which is continually being updated and expanded to include more instructional resources and community information. This will be updated on the district's web hosting service. This is an ongoing and continual process.	computer inventory counts	Increased teacher collaboration on curriculum projects.	STAR Chart\n\nTeacher Survey	Title 1 - # 2,9

Goal 7: Create a Safe School Culture and Climate.

Objective 1: Apply discipline protocols consistently and fairly throughout the district.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Training for Administrators on student referral protocols, de-escalation and restorative practices	Student Services Department	Local Funds	August 2015-June 2016	Agendas, Sign-In Sheets, PEIMS Discipline Data	Decrease in discipline referrals, ISS, OSS and DAEP	Side by side data analysis	Title 1--#2, 10
Training for Faculty and Staff on student sexual abuse and neglect, bullying and suicide	Student Services Department	Local Funds	August 2015-June 2016	Sign-In Sheets, Certificates, PEIMS Data Discipline	Decrease in discipline referrals, ISS, OSS and DAEP	Side by side data analysis	Title 1--#2, 10
Back on Track Committee for DAEP students returning to home campus	Buell , Home Campus, Student Services Department	Local Funds, Title I	August 2015-June 2016	Sign-In Sheets, Meeting Minutes, Student Contract, PEIMS Data Discipline	Decrease in placements at DAEP (Buell)	Side by side data analysis	Title 1--#2, 10
Discipline Diversion Plan for first time offenders	Student Services Department, Buell Staff	Local Funds, Title I	August 2015-June 2016	Contact Logs, Diversion Plan, PEIMS Data Discipline	Decrease in placements at DAEP (Buell)	Side by side data analysis	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 2: Provide a school environment that promotes wellness for its students that yield increased attendance and higher academic achievement.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Assist campuses with individual student needs (medical, dental, vision and hearing services) Action Steps: -coordinate with social services agencies -provide referral for services	-Director of Health Services -Nursing Staff	-SCE and T1, School based clinic NCVD, DHR, STHS, Catholic charities, Dentist who care, Kiwanis, VSP	August 2015-June 2016	Assistance provided to students as needed	Health Needs Met	Side by side data analysis	Title 1--#2, 10
Improve the management, attendance, education and care of children with asthma. Action Steps: -Increase use of national clinical guideless for asthma by health care providers. -Improve communication between schools, clinics and parents. -Ensure that all staff is trained about asthma symptoms, triggers and resources	-Director of Health Services -Nursing Staff	-National Asthma Education and Prevention Program -Asthma and Allergy Foundation of America -Local health care providers	August 2015-June 2016	Created a hotspot map of students with asthma to determine congestion of illness Peak flow meters available for all asthmatic by health services Assist with all medical asthmatic needs when needed	Less asthma related emergencies	Side by side data analysis	Title 1--#2, 10
Improve adolescent general well-being by increasing knowledge and access to medical and mental health care.	-Director of Health Services -Nursing Staff	-School based clinics -Local health care providers -Local hospitals	August 2015-June 2016	Live monitoring of uninsured students with dashboards by individual campus and student	Decrease percentage of student without a medical home	Side by side data analysis	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 2: Provide a school environment that promotes wellness for its students that yield increased attendance and higher academic achievement.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Action Steps: -Use a common or national outcome measures and/or tool to assess well-being. -Develop and disseminate a best-practices document for community providers. -Refer children to the appropriate medical services (school based clinics)	-Director of Health Services -Nursing Staff	-Behavioral Centers -PSJA LPC	August 2015–June 2016	Brochure with available services information included	Feedback from team after drill is completed, Successful use of actual plan implemented for emergencies	Side by side data analysis	Title 1--#2, 10
Provide support services including determent of bullying/emotional abuse, suicide risk. Action Steps: -Continued use of the bullying/suicide box	-Director of Health Services -Nursing Staff	-Behavioral Centers -PSJA LPC	August 2015–June 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--#2, 10
Increase the safety of all students and staff Action Steps: -The Emergency Response Plan/Team will be revised and modified annually -Training for staff on managing students while emergency is taking place	-Director of Health Services -Nursing Staff	-Emergency medical services from Pharr, San Juan and Alamo	August 2015–June 2016	Nurses conduct impairment assessment as needed.	Resource referral issued to every student at risk for drug use or violent behavior.	Side by side data analysis	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 2: Provide a school environment that promotes wellness for its students that yield increased attendance and higher academic achievement.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Provide a school environment free of drugs and violence. Action Steps: -Develop partnerships with parents to establish the responsibilities of each. -Resource referrals to programs to deal with pupils at risk -Pupils shall develop a positive view of self and learn to use effective interpersonal skills.	-Director of Health Services -Nursing Staff	-Texas Tropical -Behavioral Centers -Police Departments	August 2015-June 2016	Nurses conduct impairment assessment as needed.	Resource referral issued to every student at risk for drug use or violent behavior.	Side by side data analysis	Title 1--#2, 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.	-Director of Health Services -Nursing Staff	-Athletic Department -LPC	August 2015-June 2016	Ongoing one to one assistance of emotional needs. Nurses develop a trusting relationship and rapport with student.	Clinic Vists	Side by side data analysis	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 2: Provide a school environment that promotes wellness for its students that yield increased attendance and higher academic achievement.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Reduce childhood and adolescent obesity by promoting physical activity, healthy eating and educating their families and healthcare providers. Action Steps: - Emphasize exercise and nutrition for the development of healthy lifestyle choices in students. -SHAC along will coaches will constantly try to improve amount of physical activity in school setting. -Develop policies that support healthy eating and physical activities. -Become a Healthy USA School and complete the challenge. -Provide public awareness, provide educational materials and appropriate referrals.	-Director of Health Services -Nursing Staff	-Child nutrition department -Coaching staff -Dietician DHR school based clinic	August 2015- June 2016	Let's get fit initiative Referrals for abnormal BMI Continue assessing and referring for Acanthosis Nigracans Host parent sessions throughout school years	Verbal knowledge of community Evidence of returned referral of visits to nutritionist, dieticians, and health care providers	Side by side data analysis	Title 1 – #2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 3: Provide training for all staff on creating a safe school culture and climate.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Conducting daily security/safety audits of all district campuses	Security and Safety Department	Local Funds	August 2015- June 2016	Security Audits sent to all Principals	Decrease in security incidents	Side by side data analysis	Title 1--#2, 10
Training all security staff on proper confrontational management techniques	Security Director	Local Funds	August 2015- June 2016	Less incidents of improper force used by security guards	Decrease in security and safety incidents	Side by side data analysis	Title 1--#2, 10
Training all school staff on lockdown procedures	Security Director	Local Funds	August 2015- June 2016	Minimum two lock downs per campus per school year	Schools are prepared for emergency situations	Side by side data analysis	Title 1--#2, 10
Training all security staff to always be professional and courteous to all students and staff	Security and Safety Department	Local Funds	August 2015- June 2016	Security officers dress and act professionally	Better and improved interactions between security guards and students	Side by side data analysis	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 4: 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 Schoolwide Components
Promote consistent admission/enrollment procedures to ensure student engagement and quality data.	Pupil Accounting Director, Campus Personnel, District Program, Directors (Bilingual, Migrant, Special Education, CTE)	Local Funds	August 2015- June 2016	-Pre-registration campaign -District Expo -Student Choice Transfers -Student Recovery Initiatives -Pre-Countdown to Zero -PEIMS/Leaver Training -Countdown to Zero -Customer Service Training	-District Dashboard Data -eSchool Cognos Reports -Preliminary Enrollment Counts -Sign-In Sheets Public Relations/PEIMS	Ongoing Data Validation Leaver Reviews Semi-annual and Yearly Comparison Reports	Title 1--#2, 10
Dissemination of Attendance/Non-attendance guidelines and compliance.	Pupil Accounting Director, Campus Personnel	Local Funds	August 2015- June 2016	Correspondence, Emails, TEA letter, PEIMS update annual training Development and Implementation of Truancy and Dropout System Application	Increase of student attendance through daily, six weeks and year report Decrease in discipline and truancy.	Data Analysis Review Updated through corrective measures.	Title 1--#2, 10
Ensure implementation of Dropout Prevention Strategies	Pupil Accounting Director, Campus Personnel	Local Funds	August 2015- June 2016	Correspondence, Emails, District Plan, Annual Report Card	Maintain dropout accountability measures in compliance with NCES Federal Accountability	Annual Report Card Ongoing Review and Monitoring of Student leavers and withdrawal compliance	Title 1--#2, 10

Goal 7: Create a Safe School Culture and Climate.

Objective 4: 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 Schoolwide Components
Review and revise district monitoring systems to implement effective accountability measures of attendance and address program evaluation • School messenger	Pupil Accounting Director	Local Funds	August 2015- June 2016	Correspondence, Emails, TEA letter, PEIMS update annual training	eSchool Cognos Reports PEIMS end of year report Onpointe data base	Texas Academic Report Card PBM District improvement DVM Accountability	Title 1--#2, 10
Provide consistent student support and guidance through district personnel to ensure student academic success.	Pupil Accounting Director	Local Funds	August 2015- June 2016	School Community Liaison Program Personnel eSchool Data	Increase in student achieve through EOC Improvement in student behavior Procedures manual/handbook Journal writing	Community Resources Collaborative partnerships	Title 1–#2, 10

Goal 8: Staff Quality, Recruitment, and Retention

Objective 1: 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 Schoolwide Components
• Competitive Salaries for Teachers, and all District staff • Competitive Stipends for Masters and/or certifications that support district initiatives	HR, Business office	Funds for salaries and stipends	Feb.-Aug.	Greater Retention Rate of district staff Higher staff moral	• Improvement in student academic scores • Improvement in instruction delivery	Staff Retention reports	Title 1 - # 4
Unique district incentives • Paying of Local Days • District contribution for employee medical plan	Business Office	Funds to pays days at retirement and contribute to medical plans	On going	Staff retention	• Staff retiring from district	More experience work force	Title 1 - # 4
Implement a plan for teacher selection and retention • Bilingual/ESL certified • Special Education certified • Core area certifications • Masters degrees • CTE certified • Advance Placement certified A passion for students, and commitment to excellence	HRS Admin. Bilingual/Special Education Directors Principals	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 that is prepared to deliver instruction • Teacher will support student success with content expertise	• Screen all applicants for best candidates • Hold Invitational Job Fairs	Title 1 - # 4
Hire University Student Interns that have demonstrated excellence in the classroom	Principals recommend to HR students interns that should be offer a contract	UTRGV, Texas A&M Kingsville	Fall -Spring	Hiring of Student Interns	Better adjustment for new teacher	Hire retention rate of new teachers	Title 1 - # 4

Goal 8: Staff Quality, Recruitment, and Retention

Objective 1: 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 Schoolwide Components
Principals training on interviewing , documentation of teachers	HR Admin, I3 dept. staff	Documentation Handbook	Aug. 2015 – May 2016	• Better selection of staff • Improvement of documentation of staff	• Improve the quality of teachers therefore improving student learning	• Hiring of better teachers • Better documentation of staff not meeting performance standards	Title 1 - # 4
New teacher Professional Development and instructional coaching support for those in need to improve delivery of classroom instruction.	Director Department Instructional Coaches	Local funds I3 Invest in Innovation funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	Benchmark scores, student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - # 4
On-going professional development of District Curriculum	Director Department Instructional Coaches	Local funds I3 Invest in Innovation funds	Aug. 2015 – May 2016	Sign-In sheets for curriculum development and revisions	Better implementation of curriculum More alignment	CBAs, BMs, STAAR, TELPAS	Title 1 - # 4
Instructional coaching support • New teachers • Other teachers needing support	Director Department Instructional Coaches	Local funds I3 Invest in Innovation funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Proficiency , Accomplished and Distinguished levels	CBAs, BMs, STAAR, TELPAS	Title 1 - # 4

Goal 8: Staff Quality, Recruitment, and Retention

Objective 1: 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 Schoolwide Components
Campus Mentor	Principal, Dept. Head/Grade-level Rep., Asst. Principal	Experience teachers that have been trained as mentors. PACT	Aug. 2015 – May 2016	Mentor Logs	Increase in teacher satisfaction and moral Improvement in student performance	McRel Evaluation Student Academic Performance Rigor/Relevance Rubric	Title 1 - # 4
Implement an effective instructional coaching system with on-going professional development	Director Campus Principals	Title One Local Funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Proficiency, Accomplished and Distinguished levels	McREL Mid-term and summative evaluations SLO obtainment RRR	Title 1 - # 4
Monthly professional development meetings for both elementary and secondary level instructional coaches	Director External Coaches	Title One Local Funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Proficiency, Accomplished and Distinguished levels	McREL Mid-term and summative evaluations SLO obtainment RRR	Title 1 - # 4
Monthly Collaborative Instructional Review, i.e. Instructional Rounds led by campus Instructional Coaches	Director Campus Instructional Coaches	Title One Local Funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Proficiency, Accomplished and Distinguished levels	McREL Mid-term and summative evaluations SLO obtainment RRR	Title 1 - # 4
Monthly progress monitoring campus visits and Instructional rounds	Director Campus Instructional Coaches	Title One Local Funds	Aug. 2015 – May 2016	Sign-In Sheets Coaching logs Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Proficiency, Accomplished and Distinguished levels	McREL Mid-term and summative evaluations RRR	Title 1 - # 4

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