



## Executive Summary

### Campus Improvement Plan: School Year 2019-2020

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#### Campus Name: PSJA NORTH ECHS

**Mission:** PSJA North ECHS is committed to share the communal responsibility of empowering students with the essential knowledge and skills to excel in a dynamic global society by providing a resourceful and nurturing environment that fosters the cultural individuality of each student.

**Demographics Summary:** PSJA North ECHS has an enrollment of 2,079 students, as of October 2019. The student population consists of 99.1% Hispanic of which 86.6% are Economically Disadvantaged, 89.2% are enrolled in Career and Technology Education courses, 12.7% are Gifted and Talented, 43 students are Migrant, 207 students are Special Ed, and 450 students are English Learners.

**Comprehensive Needs Assessment Summary:** PSJA North ECHS received an overall rating of a B+ with an 86-composite score. Our performance in each domain are 85 in Domain I: Student Achievement, 88 in Domain II: School Progress, 80 in Domain III: Closing the Gaps. Our College, Career and Military Readiness score was a 72%, Graduation Rate has maintained steady between 98.6 – 99.2%, Dropout Rate has remained steady at 0.2% and our Attendance Rate for the campus has consistently maintained steady between 95 – 96%. Additionally, 53% of students earned college credit for at least 3 hours in ELA or Mathematics and 90 of our graduates earned an associate degree from South Texas College.

**Curriculum/ Instruction and Assessment:** PSJA North ECHS students are engaged in teacher developed curriculum, common instructional framework protocols, current academic technological applications, individual student data-driven goals, project-based learning and global connections through the sustainable goals. PSJA North ECHS teachers are provided technological SMARTboards for each classroom. Eighteen Computers on Wheels (laptop carts) are distributed and rotated amongst each department. Teachers engage in daily collaborative learning communities where the expectation is to discuss the delivery of instruction, analyze student work and conduct data analysis of student assessments, grades and performance. Teachers also participate in bi-weekly teacher-led campus professional development to share best practices by providing evidence of student work.

**Summary of Goals:** PSJA North ECHS' first goal is to reach the respective target of 90% (Approaches), 60% (Meets), 30% (Masters) standard level for each content. This will advance our total scores in Domain I, II and III (from an 86 to a 92) earning us an overall rating of an A. We will intentionally and prescriptively focus on all subgroups within each content by differentiating specific instruction for all students. Our entire staff has been educated on the responsibility each one holds to facilitate successful student learning for EOC, CCMR, TELPAS scores and post-secondary accomplishment. Our second goal is to ensure each senior earns an associates degree, certificate or industry based certificate making them most marketable for college and/or career success.

Principal Signature



**PSJA North ECHS  
Campus Improvement Plan  
2019-2020**

Board Approved:



# Mission Statement

*PSJA North ECHS is committed to share the communal responsibility of empowering students with the essential knowledge and skills to excel in a dynamic global society by providing a resourceful and nurturing environment that fosters the cultural individuality of each student.*

## Campus Vision

*PSJA North ECHS teachers, staff and administration are committed to providing rigorous, relevant quality education and a comfortable and safe environment for all students so they may be empowered to compete in a diverse job market.*

***What We Believe In: We believe in every student graduating prepared to succeed in institutions of higher education and/or a career of their choice.***

***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.

# PSJA North Early College High School Campus Performance Objective Council Members



- Ms Liza Diaz– Principal
- Maria Gloria Rubio– Dean of Instruction
- Vianey Villegas – CLL
- Aaron Alonzo--Social Studies Department Head
- Marcia Ziegler– Math Department Head
- David Garza– Science Department Head
- Florencio Gaytan– English Department Head
- Nancy Ochoa– Librarian
- Belinda Garcia– Early College Director
- Rocio Guajardo– Head Counselor
- Memo Cienfuegos– CIT/CLF
- Cynthia Cerrillo – CLF
- Adriana Castillo– CLF
- Delilah Farias- CLF
- Bricelda Rocha- CLF
- Rolando Balotro– CLF
- Norma Garza- CLF
- Vanessa Garcia– CLF
- Yesenia Cuellar– CLF
- Bianca Gracia- CLF
- David Garza– CLF
- Blanca Betancourt- CLF
- Tania Vargas--CLF
- Cristina Santos--CLF
- Gaudy Montemayor--CLF
- Vanessa Martinez--CLF

# PSJA North ECHS 2018-2019 DEMOGRAPHICS



	ALL	MALE	FEMALE	SPED	LEP	M1	M2	MIGRANT	ECD	GT	CTE
Number	<b>2,089</b>	1,098	991	202	455	55	53	42	1,662	262	1,335
Percent	100	49.3	47.4	9.7	21.8	2.6	2.5	2.0	79.6	12.5	63.9

	At Risk	HISPANIC	ASIAN	BLACK	WHITE	AMERICAN INDIAN/ALASKAN
Number	1,195	2,181	1	0	7	0
Percent	57	99.3	0.1	0.0	0.3	0.0

# Accountability Summary 2019



	Domain I Student Achievement	Domain II School Progress	Domain III Closing the Gaps	Overall Rating
PSJA North	85	88	80	86/B+



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



GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
1	<p>Student Achievement CCMR Graduation Rate *Addressing the use of quality data to drive instruction</p>	<ul style="list-style-type: none"> <li>• <b>English 1 and English 2</b> combined percentage of students at the Meets level of mastery was only 9% shy from that of the state, thus indicating that gaps are being closed and more students are performing at grade level: PSJA North 39% ( State 48%).</li> <li>• <b>Algebra 1</b> out-performed the state at 90% at Approaches (State 82%), 69% at Meets (State 52%) 46% at Masters (State 26%).</li> <li>• <b>Biology</b> met the state at 81% at Approaches (State 81%)</li> <li>• <b>Social Studies</b> out-performed the state at 90% at Approaches (State 81%), and 55% at Meets (State 55%).</li> <li>• <b>CCMR – Campus out-performed the state on AP Examinations by meeting criterion score on an AP exam in any subject at 28% (State 20%).</b></li> <li>• <b>CCMR – Campus out-performed the state with students earning Associate’s Degrees at 18% (State 1%).</b></li> <li>• <b>The campus had a higher 6-Year Extended Graduation Rate at 97% than that of the state at 92.1%.</b></li> </ul>	<ul style="list-style-type: none"> <li>• English I and English 2– Lowest performing subjects with a component combined score of 59 which equates to a Grade (F) compared to that of the state at 48 which equates to a 76 (C).</li> <li>• English 1 and English 2 - There is a -24% gap between EL students and ALL student groups at the Approaches Grade Level.</li> <li>• English 1 and English 2 - There is a -36% gap between our SPED students and ALL student groups at the Approaches Grade Level.</li> <li>• Algebra 1 - There is a -7% gap between EL students and All student groups at the Approaches Grade Level.</li> <li>• Algebra 1 -There is a -23% gap between SPED students and All student groups at the Approaches Grade Level.</li> <li>• Biology - There is a -12% gap between EL students and All student groups at the Approaches Grade Level.</li> <li>• Biology -There is a -43% gap between SPED students and All student groups at the Approaches Grade Level.</li> <li>• Social Studies -There is -12% gap between EL students and All student groups at the Approaches Grade Level.</li> <li>• Social Studies -There is -30% gap between SPED students and ALL student groups at the Approaches Grade Level.</li> <li>• <b>CCMR – Campus did not out-performed the state with Industry-Based Certifications at 2% (State 5%).</b></li> </ul>	<ul style="list-style-type: none"> <li>• Focus on EL and special education sub-group performance.</li> <li>• Monitoring EL through LPAC and interventions and progress monitoring</li> <li>• Utilize DMAC data with intentionality focusing on special populations.</li> <li>• Differentiating Instruction for ELs and SPED students.</li> <li>• Implementing and Monitoring LEP Strategic Plan for EL students.</li> <li>• Implementing and Monitoring accommodations and designated supports for EL and SPED students.</li> <li>• Completing and monitoring LEP Strategic Plans and BOY for each student</li> <li>• Teachers’ completion of modules through Gateway</li> <li>• Intentional grouping of students</li> </ul>



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



GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
2	<p style="text-align: center;">School Progress Academic Growth Relative Performance</p>	<ul style="list-style-type: none"> <li>• Campus Met Standard on Academic Growth by obtaining a scaled score of 88 showing that students are making progress from the prior year to the current year.</li> <li>• Campus Met Standard on Relative Performance by obtaining a scaled score of 87 (2018-19) showing that students are making progress relative to our comparison group of similar demographics and Economically Disadvantaged students.</li> </ul>	<ul style="list-style-type: none"> <li>• English 2 -39% of tests did not meet or exceed academic growth.</li> <li>• English 2 – 17% of tests only earned half a point for academic growth.</li> </ul>	<ul style="list-style-type: none"> <li>• Address the needs of identified students to ensure that all students meet academic growth through intentional tracking and progress monitoring.</li> <li>• Complete progress measure for each student by the first 2 weeks of school and progress monitor through benchmarks, formative and summative classroom assessments to track progress.</li> <li>• Implement instructional interventions as needed to make sure that all students meet their progress goals.</li> </ul>

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



GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
3	Closing the Achievement Gap	<ul style="list-style-type: none"> <li>Algebra 1 – Campus met all indicators for Academic Achievement Status.</li> <li>Graduation Rate Status – Campus met indicators for all students, economically disadvantaged and sped.</li> <li>School Quality Status – Campus met all indicators.</li> </ul>	<ul style="list-style-type: none"> <li>English failed to meet two indicators with the following groups: EL Current and Monitored and the Non-Continuously Enrolled students.</li> <li>ELP Status – Campus did not meet this indicator for TELPAS.</li> <li>ELA/Reading did not meet the indicator for all students (44%).</li> <li>Graduation Rate Status – Campus did not meet indicators for EL current &amp; monitored.</li> </ul>	<ul style="list-style-type: none"> <li>EL Current and Monitored students will be identified and coded properly.</li> <li>Non-Continuously enrolled students will be identified and monitored and will receive additional support and intensive interventions in ELA/Reading through our intentional academies, benchmarks, tutoring, formative and summative assessments.</li> <li>Teachers will receive professional development in the areas of ELPS and instructional delivery strategies aimed at EL Current and Monitored students.</li> <li>Professional development and monitoring targeting the domains of listening, speaking, reading and writing will be implemented during Bear Time / literacy time.</li> </ul>

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



GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
4	Family and Community Involvement	<ul style="list-style-type: none"> <li>The campus holds various parental meetings and special events throughout the year ranging from beginning of the year Meet the Teacher, Million Father March and Open House events, EOC parent meetings, SB 213 Parent meetings, Graduation Requirments Parent Meetings, Remembrance of September 11, Constitution Day, Election Day, College Night, Thanksgiving Feast of Sharing, Red Ribbon Parades and Drug Awareness Presentations, Trunk-or-Treat, Christmas Posadas, Veterans Day Parade with the City of Pharr, Christmas Toys for Tots Toy Drives, Community Cemetery Clean Up with City of San Juan, Diaz De Los Muertos Celebration and Alter Contests, Easter Egg Roll, Student Council sponsored visits to Nursing Homes to visit the elderly, CAPSTONE meetings for parents. These are just a few of the events and meetings that the campus has hosted throughout the year that foster family and community involvement.</li> </ul>	<ul style="list-style-type: none"> <li><b>Community Walk during our professional development day targeting our EL students that will take TELPAS.</b></li> <li><b>EL Parent Night</b></li> <li><b>The campus leadership team has identified that more involvement of our EL and SPED students’ parents is needed so that they know how to support their children and so that the campus can continue to close gaps between these two sub-groups.</b></li> <li><b>The campus leadership team has planned to hold a parental meeting per semester in which the accountability system and graduation requirements (for DAP and Retesters) will be explained in hopes that parents will better understand their role in relation to campus and student needs.</b></li> <li><b>Train teachers in lesson delivery for intentional and differentiation of instruction.</b></li> </ul>	<ul style="list-style-type: none"> <li>Teach and train teachers on how to understand the accountability system and its relation to meeting student and campus goals.</li> <li>Teach and show parents part of Domain 3: English Language Proficiency Status so that they can understand and support the campus in relation to individual student needs and tutorial services so that their children can continue to meet their goals.</li> <li>Support EL students by holding Saturday and during-school academies aimed at delivering high-yield instruction in the 4 TELPAS Domains: listening, speaking, reading and writing.</li> </ul>

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



GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
5	Technology	<ul style="list-style-type: none"> <li>Internet connection is available to all students and teachers throughout the campus.</li> <li>All teachers and administrators and counselors have access to laptops and/or desktops.</li> <li>SMART TVs are available that teachers use to deliver instruction.</li> <li>18 Moblie COWS are distributed amongst the campus and are available for students to utilize during instruction.</li> <li>Computer labs are available for teachers and students to practice TELPAS and EOC on-line assessments.</li> <li>Teachers can schedule their classes to use the 25 computers in the library for research, etc.</li> </ul>	<ul style="list-style-type: none"> <li><b>Technology screens in some of the computer labs need to be updated.</b></li> <li><b>Computers in some of the labs need to be updated.</b></li> <li><b>Teacher laptops need to be updated and cycled out until all teachers have the most updated technology.</b></li> <li><b>Phase out ALL Prometheans and old projectors to replace with Interactive Boards (TVs)</b></li> <li><b>Send CIT to Tech Conferences in Austin and/or where available for continued training.</b></li> </ul>	<ul style="list-style-type: none"> <li>Continue to cycle out old computers and screens so that new technology can be ordered in stages.</li> <li>Maintain COWs and continue to purchase until goal is met of having: one per every EOC teacher</li> <li>Purchase more headphones for online testing</li> <li>Purchase more dividers for on-line testing</li> </ul>
6	Increasing Learning Time	<ul style="list-style-type: none"> <li>Raider Time Enrichment, Pullouts and Academies held throughout the year for all EOC tested subjects.</li> <li>Raider Time Literacy &amp; 17 Sustainable Goals</li> <li>Intentional Scheduling aimed at maximizing learning time</li> <li>Saturday &amp; Afterschool Tutorials</li> <li>Bell to Bell Instruction</li> </ul>	<ul style="list-style-type: none"> <li>All students who failed to meet grade level or Approaches grade level in reading or English 1 or English 2 need to be double blocked so that they meet every day and instructional time is maximized so that they can meet their individual student goals in regards to their STAAR EOC performance.</li> <li>Intentional grouping of Retesters students</li> </ul>	<ul style="list-style-type: none"> <li>Intentional Scheduling of all 9<sup>th</sup> grade students who failed to meet standard, including special pops in English 1 and Business English.</li> <li>Intentionally Schedule all 9<sup>th</sup> grade students who Approached grade level in their 8<sup>th</sup> grade STAAR every day in English 1 and Business English.</li> <li>Intentionally schedule all students who were at the Meets &amp; Masters</li> </ul>

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

GOAL	Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
7	School Culture and Climate	<ul style="list-style-type: none"> <li>Teachers daily greeting of students at the door</li> <li>Teachers being on duty on time monitoring students.</li> <li>Teacher Celebrations</li> <li>Monthly teacher birthday recognition</li> <li>School Spirit and Pride through positive interactions with students and community.</li> <li>Teacher Intervisitations and Ghost Walks that showcase learning and culture of the campus.</li> <li>Mariachi performances in Center Court to highlight cultural awareness.</li> <li>Top Five EOC BM luncheon</li> </ul>	<ul style="list-style-type: none"> <li>Teachers need to be on duty in a consistently and promptly throughout the year so that campus safety continues to be a priority.</li> <li>Teachers need to be available during their conferences and after school to respond to students' academic needs</li> <li>Teachers need to be accepting of peer feedback</li> </ul>	<ul style="list-style-type: none"> <li>Continue to be consistent with the administration and security guards being unified and consistent with the processes set in place for sending students back to class and/or to Reflection</li> <li>Administration, Security and teachers continue to work together in getting students to class and keeping students in class so that learning is maximized</li> <li>Continue to highlight campus teachers and students and the events that take place on a yearly basis.</li> <li>Continue to implement policies in a consistent manner in regards to campus safety.</li> </ul>
8	Staff Quality, Recruitment, and Retention	<ul style="list-style-type: none"> <li>Highly Qualified Staff</li> <li>New Teacher Academy (NTI)</li> <li>New Teacher mentors</li> <li>McRel Evaluation Tool</li> <li>On-going Intentional Staff Development in CLCs.</li> <li>CLC Thursdays in Data room for all contents</li> </ul>	<ul style="list-style-type: none"> <li><b>College Prep contents are at the Transformative stage of sharing ideas and learning and displaying student work at CLCs.</b></li> <li><b>New and struggling teachers need to be identified and mentored to guarantee growth.</b></li> <li><b>Administrative calibrations and immediate feedback during walkthroughs need to be consistent so that all teachers are on the same page and comprehend expectations.</b></li> </ul>	<ul style="list-style-type: none"> <li>Continue to hire and retain ELA teachers who are certified in ESL Supplemental.</li> <li>Encourage teacher to obtain their Master's Degree in their content so that they can become STC professors and offer additional DC courses for our students.</li> <li>New and struggling teachers need to continue to receive support through campus CLL and CLFs.</li> </ul>

# 2019-2020 PSJA North ECHS Focus Areas



- Focus Area 1: Student Achievement, CCMR, Graduation Rate
- Focus Area 2-Index 2: School Progress, Academic Growth, Relative Performance
- Focus Area 3: Closing the Achievement Gaps
- Focus Area 4: Family and Community Involvement
- Focus Area 5: Technology
- Focus Area 6- Increasing Learning Time
- Focus Area 7- School Culture and Climate
- Focus Area 8- Staff Quality, Recruitment, and Retention
- Lone Star Governance – Goal Progress Measures

**PSJA North ECHS Focus Area 1: Student Achievement, CCMR, Graduation Rate**

**Objective 1: By May 2020, PSJA North ECHS curriculum will be horizontally aligned in all EOC STAAR courses (English 1, English 2, Algebra 1, Biology and United States history).**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Teacher representatives from the campus will be selected to write the district curriculum</li> <li>• Curriculum writers will be trained on the state standards, accountability, depth and complexity of the TEKS and on the use of data to create a viable curriculum for each course.</li> <li>• Curriculum documents will include ELPS strategies for BE/EL students and Supplemental Aids for special education students</li> <li>• Academic Calendars will be written for all courses. (timelines will be written for all HB5 courses)</li> <li>• Formative and summative assessments will be written and aligned to the TEKS to monitor the effectiveness of the curriculum instruction and mastery</li> <li>• District Review Sessions (DRSs) will be held at the district level to review CBA and Benchmark data with the principal and to plan next steps</li> <li>• Campus leadership team will review CBA and BM data with consultant and department heads and teachers.</li> <li>• Principal, Dean, Assistant principals, and CLL will monitor the implementation of the curriculum at our campus</li> </ul>	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Dean of Instruction</li> <li>• Campus Leadership Team</li> <li>• Campus SPED /ELL Teachers</li> <li>• Content Leaders</li> <li>• CLFs</li> <li>• Core teachers</li> <li>• Teachers of CATE and enrichment subjects</li> <li>• Counselors</li> </ul>	<ul style="list-style-type: none"> <li>• Local Funds, Title 1 Funds</li> <li>• Local Funds 199</li> <li>• Title 1 Funds 211</li> <li>• State Comp 199</li> <li>• Title III 263</li> <li>• SpEd 224</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Sign-in Sheets</li> <li>• Agendas</li> <li>• Completed Curriculum Documents</li> <li>• Completed Formative and Summative Assessments in the Curriculum Binders</li> <li>• CBA and Benchmark scores</li> <li>• Evidence of student work</li> <li>• Student writing samples</li> <li>• Walkthrough data</li> <li>• Walkthrough feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark scores</li> <li>• student achievement gains</li> <li>• STAAR scores</li> </ul>



**PSJA North ECHS Focus Area 1: Student Achievement, CCMR, Graduation Rate**

**Objective 2:** : By May 2020, the assessments at PSJA North ECHS that are aligned to the curriculum will be used to monitor student progress toward meeting state passing standards in all 2019-2020 EOC STAAR courses (English 1, English 2, Algebra 1, Biology and United States history).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Curriculum Based Assessments (CBAs) and District-level Benchmarks that are aligned to the curriculum will be written for each of the HB5 courses</li> <li>• Teacher representatives from each campus will be trained on how to create CBAs and Benchmarks at the depth and complexity of STAAR/EOC</li> <li>• District-level CBAs and two district-level Benchmarks will be administered to all students in 2019-2020 for each EOC content (Retesters and First Time testers).</li> <li>• Teachers will receive assessment data for their students within 24 hour of the test administration</li> <li>• Data Rooms will be available at the campus for data analysis and monitoring student progress.</li> <li>• 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</li> <li>• District Review Sessions (DRSs) will be held at the district level to review CBA and Benchmark data with the principal and to plan next steps</li> <li>• Campus level monitoring of the progress of migrant, special education and EL students will be done immediately following each CBA and BM to determine the effectiveness of the curriculum and ETS Criterion Writing Program for ELA</li> <li>• Implementation of interventions by the 2<sup>nd</sup> week of school and beyond</li> </ul>	<ul style="list-style-type: none"> <li>• Principal, Dean, assistant principals</li> <li>• Curriculum Team</li> <li>• Leadership Team</li> <li>• Content leaders</li> <li>• All teachers</li> </ul>	<p>Local Funds, Title 1 Funds</p> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Completed CBAs and Benchmarks</li> <li>• Walkthroughs</li> <li>• Agendas</li> <li>• Sign in sheets</li> <li>• Teacher reports</li> <li>• Goal sheets</li> <li>• DMAC data</li> <li>• Individual Student Conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark scores</li> <li>• student achievement gains</li> <li>• Student growth as evidenced through data and progress monitoring</li> </ul>

**PSJA North ECHS Focus Area 1: Student Achievement, CCMR, Graduation Rate**

**Objective 3:** Throughout the 2019-2020 school year, all subpopulation groups at PSJA North ECHS will be monitored to ensure they are on-track to meet state passing standards on all the 2019-2020 EOC STAAR courses (English 1, English 2, Algebra 1, Biology and United States history).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Campus Goals specific for each subgroup will be developed at the campus using the district template.</li> <li>• Campus Goals specific for each subgroup will be developed and shared with the campus administration, teachers and staff</li> <li>• Campus administrators will prepare campus level binders with data related to students in each of their subgroup such as BE/EL, Special Education, Migrant, Economic Disadvantaged, Hispanic, CTE</li> <li>• Timely distribution of SPED, 504 accommodations</li> <li>• All teachers will be required to implement the modifications/accommodations for the special education/504 students in their classroom.</li> <li>• Special population group’s data will be reviewed following each district-level CBA and Benchmark for progress toward meeting state standards at Approaches, Meets and Masters Grade Level.</li> <li>• Conduct tutoring sessions for subgroups</li> <li>• Gateway ELPS module completion for each teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Principal, Dean, Assistant principals</li> <li>• Campus Leadership Team</li> <li>• CLL, CLFS</li> <li>• Content Leaders</li> <li>• Department Heads</li> <li>• Assistant Principals</li> <li>• All teachers</li> <li>• Sped case-managers</li> <li>• SPED monitoring teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Migrant Funds 212</li> <li>• Special Ed Funds 224</li> <li>• Title III Funds 263</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• District Goal Templates</li> <li>• Campus Goal Templates</li> <li>• Teacher DMAC reports</li> <li>• Goal tracking sheets</li> <li>• Data binders</li> <li>• Lesson Plans</li> <li>• Walkthroughs</li> <li>• Student Work</li> <li>• EL binders</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark scores</li> <li>• student achievement gains</li> <li>• closing achievement gaps</li> <li>• SLO progress growth</li> <li>• Goal tracking sheets</li> </ul>

**PSJA North ECHS Focus Area 1: Student Achievement, CCMR, Graduation Rate**

**Objective 3:** Throughout the 2019-2020 school year, all subpopulation groups at PSJA North ECHS will be monitored to ensure they are on-track to meet state passing standards on all EOC STAAR courses (English 1, English 2, Algebra 1, Biology and United States history).

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Professional development training on data analysis will be provided for campus administrators / teachers.</li> <li>• Raider Time (30 minute Enrichment), Intentional Targeted Academies and Pullouts, afterschool and Saturday tutorials will be available 3<sup>rd</sup> week of school and for students in each subgroup following each district-level CBA and Benchmark</li> <li>• Conduct early morning tutorials</li> <li>• CLFs will conduct trainings on literacy strategies during CLC Thursdays.</li> <li>• Campus will ensure that dyslexic students are serviced using the Herman Method on a consistent basis.</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Principal</li> <li>• Deans</li> <li>• Assistant principals</li> <li>• Instructional Coaches                             <ul style="list-style-type: none"> <li>• Leadership Team</li> </ul> </li> <li>• Department Heads</li> <li>• HB5 Content Teachers</li> <li>• All content teachers</li> <li>• Teachers specialized and trained to administer the Herman method.</li> </ul>	<ul style="list-style-type: none"> <li>• Local 199</li> <li>• Title I 211</li> <li>• State Comp 199</li> <li>• Migrant 212</li> <li>• Title III 263 SpEd 224</li> <li>• Herman Method Kit A</li> <li>• Herman Method Kit B</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Agenda sign-in sheets</li> <li>• Tutorial Sign-in sheets</li> <li>• Schedules</li> <li>• Emails, memos</li> <li>• Record of attendance in academies</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark scores</li> <li>• student achievement gains</li> <li>• closing achievement gaps</li> </ul>

**PSJA North ECHS Focus Area 1: Student Achievement, CCMR, Graduation Rate**

**Objective 4:** Throughout the 2019-2020 school year, PSJA North ECHS will provide professional development specific to the state assessed curriculum to all campus stakeholders.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Administrators and teachers will be trained on the STAAR Assessment Program and will understand the State and Federal Accountability System.</li> <li>• Administrators and teaching staff will be trained on how to utilize the curriculum and rollouts</li> <li>• Collaborative Learning Communities [CLCs] will be scheduled bi-weekly at the high schools for improving instructional delivery and collaboration</li> <li>• Administrators and teaching staff will be trained on how to use the DMAC Quintile Reports to assess progress toward meeting state passing standards Index per student/per subpopulation group and by content</li> <li>• Common Instructional Framework (CIF) training will be required for all administrators and teaching staff.</li> <li>• RTI, ELPS, and SPED modifications/accommodations and designated support training will be provided for all staff members to address the needs of all students.</li> </ul>	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Leadership Team</li> <li>• Administration</li> <li>• Dean</li> <li>• Teachers</li> <li>• CLFs and CLL</li> <li>• RTI Campus Coordinator</li> <li>• Department Heads</li> </ul>	<ul style="list-style-type: none"> <li>• Local Funds 199</li> <li>• Title 1 211</li> <li>• Local Funds 199</li> <li>• Teacher mini-grants</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Agenda sign-in sheets</li> <li>• Sign-in Sheets</li> <li>• Walkthroughs</li> <li>• Sample student work</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark scores</li> <li>• student samples</li> <li>• Students progress and growth tracker</li> <li>• SLO student growth</li> </ul>

**PSJA North ECHS Focus Area 2: School Progress, Academic Growth, Relative Performance**

**Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will align Reading/Writing Instruction.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>Reading/writing / Literacy curriculum will be developed using relevant reading and writing instruction and CIF teaching strategies</li> <li>Writing prompts will be developed and used campus-wide in addition to the implementation of the ETS Criterion Writing Program to improve writing performance.</li> <li>A minimum of 2 compositions per six weeks will be required at English 1, English 2, and in retester courses</li> <li>STAAR Literature questions will be written for each literary piece/all genres</li> <li>Two aligned district Benchmarks will be administered district-wide</li> <li>Data will be used to inform tutorial lessons and to identify spiraled skills in addition to the effective implementation of ETS Criterion Writing Program</li> <li>Data will be used to identify the areas of students’ strengths and needs in order to extend learning opportunities</li> <li>Literacy instruction will be implemented daily during Bear Time and across disciplines.</li> <li>English 2 teachers and Algebra 1 teaches will calculate each of their student’s progress measure.</li> </ul>	<ul style="list-style-type: none"> <li>District ELA Content Coordinators</li> <li>Principal</li> <li>Dean</li> <li>CLL &amp; CLFs</li> <li>Content Leaders</li> <li><b>All Teachers</b></li> </ul>	<ul style="list-style-type: none"> <li>Title 1 211</li> <li>Local Funds 199</li> <li>ETS Criterion</li> <li>Longman dictionaries</li> <li>Electronic dictionaries</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>Completed Curriculum documents</li> <li>Walkthrough data</li> <li>Student writing samples</li> <li>ETS Criterion data</li> <li>Completed composition prompts in Curriculum Documents</li> <li>Completed STAAR Literature questions in the Curriculum Documents</li> <li>DMAC reports</li> <li>CLC Agendas</li> <li>sign-in sheets</li> <li>GAP analysis action plans</li> <li>TELPAS writing samples and rubric completions</li> </ul>	<ul style="list-style-type: none"> <li>Increased Student Progress for all students in English 2 to include sub population as measured on CBAs, BMs, STAAR</li> <li>Increased number of students achieving meets and masters in English 2 and still making progress from the year prior.</li> <li>Increase sped and EL students at approaches and meets level</li> <li>Increased EL proficiency levels in Listening and Speaking</li> </ul>

**PSJA North ECHS Focus Area 2: School Progress, Academic Growth, Relative Performance**

**Objective 2: Throughout the 2019-2020 school year, PSJA North ECHS will align math instruction campus wide.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Mathematics curriculum will be developed for 9-12 using CIF strategies</li> <li>• Mathematics teachers will receive training on TEKS analysis to determine the depth and complexity of each student expectation</li> <li>• Teachers will receive training on unpacking the math TEKS, analyzing data</li> <li>• Two aligned district Benchmarks will be administered district-wide</li> <li>• Data will be used to inform tutorial lessons and to identify spiraled skills</li> <li>• Data will be used to identify students in need of extended learning opportunities</li> <li>• Daily problems (Bell Ringers) will be developed as spiraled/warm-up activities in STAAR format</li> <li>• Exit tickets will be developed aligned to the skill of the day</li> </ul>	<p>Assistant Superintendent for C&amp;I, Dean, CLL, Math administrator Curriculum Team Mathematics Teachers CLF in Math</p>	<ul style="list-style-type: none"> <li>• Title 1 211</li> <li>• Local Funds 199</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Walk-throughs</li> <li>• curriculum implementation</li> <li>• Grade level meeting agendas</li> <li>• CLC agendas</li> <li>• Curriculum documents</li> <li>• Increased student progress as evidenced in benchmarks and in classroom assignments</li> <li>• Progress Monitoring data sheets</li> <li>• Student Exit tickets</li> </ul>	<ul style="list-style-type: none"> <li>• Increased Student Progress for all students in Algebra 1 to include sub population as measured on CBAs, BMs, STAAR</li> </ul>

### PSJA North ECHS Focus Area 3: Closing the Achievement Gaps

**Objective 1: By the end of the 2019-2020 year, PSJA North ECHS will close student achievement gaps among all groups as measured in state and federal accountability by at least 8% (at Meets Level).**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Teachers will use supplemental aids and designated supports with all their special education and EL students throughout the lesson</li> <li>• Teachers will deliver instruction based on ELPs strategies with all their EL students</li> <li>• Teachers will intentionally use dictionaries and thesauruses</li> <li>• Teachers will use CIF strategies with all students to differentiate instruction</li> <li>• ELA, Math and Biology students will create their own interactive notebooks</li> <li>• Campus will purchase resources aimed at strengthening ELA grammar and writing for students</li> <li>• Eng 1 &amp; 2 will use Readtheory</li> <li>• Biology teachers will use Readworks</li> <li>• All teachers will use CNN 10 during Raider Time</li> <li>• Teachers will monitor the progress of all students</li> <li>• Campus administration will monitor implementation of accommodations, co-teaching, inclusion support and ELPs interventions to accelerate student progress.</li> <li>• Teachers will serve the academic and social needs of sub-groups through tutorials, Saturday academies and Raider Time</li> <li>• Teachers will use campus data room to analyze student data, principals will monitor assessment results and lead data analysis discussions with teachers and plan appropriate targeted instructional interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• Principal, Dean, Department Heads</li> <li>• Leadership Team</li> <li>• Content Leaders</li> <li>• CLL, CLFs</li> <li>• Campus Administration</li> <li>• Teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Title 1 211</li> <li>• Local Funds 199</li> <li>• Title III 263</li> <li>• Special Ed 224</li> <li>• Dual Language Department</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Strategies implementation by teachers</li> <li>• Documentation of Phone Logs</li> <li>• Student work</li> <li>• Teacher walkthrough feedback</li> <li>• Report of app use</li> </ul>	<ul style="list-style-type: none"> <li>• Student work</li> <li>• Benchmark data increases</li> <li>• Student grades</li> <li>• Walkthrough data</li> </ul>



**PSJA North ECHS Focus Area 3: Closing the Achievement Gaps**

**Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will increase the number of students that are college, career, and military ready by 5%.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>Administrators and teachers will be trained on state accountability and will understand how each domain is calculated: Student Achievement, School Progress and Closing the Gaps</li> <li>Teachers will identify students in each level of mastery before the start of the year in order to plan accordingly</li> <li>Teachers will monitor student performance following each CBA and BM using DMAC reports in order to form targeted tutorial groups</li> <li>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 and planning of next steps.</li> <li>Tutorials, Intentional and Targeted Academies, Enrichment and Pullouts will be provided for the various student groups for each level of mastery to ensure students improve their performance.</li> </ul>	<ul style="list-style-type: none"> <li>Dean</li> <li>Campus Principal</li> <li>Content Leaders</li> <li>CLL, CLFs</li> <li>Leadership Team</li> <li>Department Heads</li> </ul>	<ul style="list-style-type: none"> <li>Local Funds 199</li> <li>Title One funds</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>Agendas</li> <li>Sign-in Sheets</li> <li>Accountability Reports from TEA</li> <li>TAPR data</li> </ul>	<ul style="list-style-type: none"> <li>Benchmark scores</li> <li>student tracking forms</li> <li>Teacher data reports</li> <li>Walkthroughs</li> <li>Tutoring Logs</li> <li>Phone Logs</li> </ul>

**PSJA North ECHS Focus Area 3: Closing the Achievement Gaps**

**Objective 2: By 2019-2020, PSJA North ECHS will increase the number of students that complete their core courses and receive their Associates degree or certificate of completion before high school graduation by 5%.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Counselors will provide comprehensive advisement to students and monitor their college and/or certification progress.</li> <li>• Counselors will hold grade-level interviews each semester</li> <li>• Students will enroll in the correct courses needed to complete their associates and/or certifications.</li> <li>• CATE department will provide advisement and staff needed to teach certification courses</li> <li>• Financial aid officer and college transitional specialist will provide academic support services to increase retention and completion</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Counselors</li> <li>• Financial Aid Officer</li> <li>• Migrant Counselor</li> <li>• College Readiness Transitional Specialists</li> <li>• CTE Department</li> </ul>	<p>Local Funds 199</p> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• STC Degree Works</li> <li>• Student Transcripts and grades</li> <li>• Counselor advisement logs</li> <li>• Teacher schedules</li> <li>• Professional Development Certificates and Hours</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in STC enrollment</li> <li>• Increase in completed certifications</li> <li>• Student grades</li> <li>• Phone Logs</li> </ul>

**PSJA North ECHS Focus Area 3: Closing the Achievement Gaps**

**Objective 3: By the end of the 2019-2020 school year, PSJA North ECHS will increase the number of student who successfully pass the Texas Success Initiative (TSI) College Readiness assessment by 10% in Reading/Writing/Math.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Administration will create a calendar of scheduled TSI tutorial sessions</li> <li>• Teachers will provide TSI Summer Bridge Program for preparation of students who have not mastered TSI assessment</li> <li>• Teachers will tutor students aimed at passing TSI using the district created TSI curriculum</li> <li>• Selected students will be placed in a course in order to prepare them to pass TSI.</li> <li>• Teachers will conduct TSI Workshops for students to complete their tutorial hours.</li> <li>• Selected teachers will provide afterschool TSI tutorials</li> </ul>	<ul style="list-style-type: none"> <li>• College Readiness</li> <li>• Campus Principal</li> <li>• Early College Director</li> <li>• Assigned TSI Teachers</li> </ul>	<p>Local Funds 199</p> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• TSI Calendar</li> <li>• Tutorial Sign-in sheets</li> <li>• TSI testing log</li> <li>• Students scores</li> <li>• Class rosters</li> </ul>	<ul style="list-style-type: none"> <li>• An increase in the number of students who pass TSI and are able to take college coursework</li> </ul>

**PSJA North ECHS Focus Area 4: Family and Community Involvement (Critical Success Factor)**

**Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will provide eight 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
<ul style="list-style-type: none"> <li>• Campus will invite parents three times per semester for specific meetings geared toward knowledge of the STAAR testing requirements, SB 213 criteria, and graduation requirements</li> <li>• Teachers and administration will conduct home visits during one of our campus professional development days to talk to EL parents about TELPAS and STAAR.</li> <li>• Teachers and Liaisons will team-up to identify students with excessive absences and conduct home visits</li> </ul>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Parent Educators</li> <li>• Teachers</li> <li>• Liaisons</li> </ul>	<ul style="list-style-type: none"> <li>• Local Funds 199</li> <li>• Title I Funds</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Sign-in Sheets</li> <li>• Agendas</li> <li>• Parent Surveys</li> <li>• School Brochure</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Surveys</li> <li>• More students attending TELPAS and STAAR tutoring</li> <li>• Increase of student scores on TELPAS and STAAR</li> <li>• Increased student attendance</li> </ul>

**PSJA North ECHS Focus Area 4: Family and Community Involvement (Critical Success Factor)**

**Objective 3: Throughout the 2019-2020 school year, PSJA North ECHS will provide opportunities for students to participate in community service projects**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>Sponsors and assistant sponsors for campus National Honors Society and Student Council will engage students in community service projects, events, and leadership conferences and ceremonies</li> <li>The campus Interact Club will sponsor our Annual Feast of Sharing, Trunk or Treat, and Easter Egg Hunt for community</li> </ul>	<ul style="list-style-type: none"> <li>NHS Sponsors for campus</li> <li>Student Council sponsors for campus</li> <li>Junior Class</li> <li>Interact Club</li> <li>Senior Class</li> <li>All clubs and organizations</li> </ul>	<ul style="list-style-type: none"> <li>Local Funds</li> <li>Title I Funds</li> </ul> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>Project documentation</li> <li>Registration forms</li> <li>Sign In sheets</li> <li>Agendas</li> </ul>	<ul style="list-style-type: none"> <li>Higher community participation on campus</li> <li>Participant sign in sheets</li> <li>Artifacts</li> <li>Emails</li> <li>Electronic newsletter and PSJA North ECHS webpage</li> <li>Student community hours log</li> </ul>

**PSJA North ECHS Focus Area 4: Family and Community Involvement (Critical Success Factor)**

**Objective 4: Throughout the 2019-2020 school year, PSJA North ECHS will increase Parental involvement in secondary campuses by 10%.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Parental department at the campus will host at least 2 major events aimed at our EL parents</li> <li>• Parental department will host 2 graduation requirements seminars</li> <li>• ELA department will host parent night to discuss the rigor of ELA and the importance of tutoring and interventions</li> <li>• The campus will host two Open House events and Meet the Teacher Night</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Educators</li> <li>• Leadership Team</li> </ul>	<p>Local Funds, Title I Funds</p> <p>(Funding sources will be determined as the most applicable and appropriate to accomplish action steps, making certain that compliance is maintained)</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Sign-in Sheets</li> <li>• agendas</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Surveys</li> <li>• Increased number of parental involvement</li> </ul>

## PSJA North ECHS Focus Area 5: Technology

Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>• Provide resources and support for Campus Instructional Technologists to work directly with campuses to integrate technology into curriculum.</li> <li>• The Technology Department will provide technology resources (online Accelerated Reading Software) to facilitate reading development for all students</li> <li>• The Technology Department will provide for the delivery of online library/research resources 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.</li> <li>• ELA will use Criterion for EOC courses</li> </ul>	Principal, Dean Campus Instructional Technologists Superintendent of Schools Campus CIT	<ul style="list-style-type: none"> <li>• Software</li> <li>• Hardware</li> <li>• professional development</li> <li>• Ebooks and more electronic devices</li> <li>• Accountability from STC to carefully handle technology</li> <li>• IT personnel for each department</li> <li>• COWs</li> <li>• Smart TVs</li> </ul>	August 2019 through August 2020  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 research projects in core classes. Completion of Senior Capstone Projects



**PSJA North ECHS Focus Area 5: Technology**

Objective 2: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>• Continue to support computer assisted instruction in computer labs and distributed settings.</li> <li>• 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.</li> <li>• Schedule events/dates for parents to use technology.</li> <li>• Will train teachers and students on the use of STAAR on-line &amp; TELPAS tutorials.</li> </ul>	Instructional Technology Coordinator ILS Support Specialist Campus Lab Managers Campus Instructional Technologist Campus Librarians Campus CIT	<ul style="list-style-type: none"> <li>• Computers</li> <li>• Labs</li> <li>• Laptops</li> <li>• Prometheum projectors</li> </ul>	August 2019 through August 2020	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 TAKS scores).	Increase in student achievement (higher STAAR & TELPAS scores).

**PSJA North ECHS Focus Area 5: Technology**

Objective 3: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"><li>• The campus will provide internet access to all teachers so that learning is maximized.</li><li>• Teachers will be updated on new internet resources and online initiatives.</li><li>• Try to obtain access to cable for the use of educational documentaries.</li></ul>	<ul style="list-style-type: none"><li>• Campus Instructional Technologist</li><li>• Campus Librarians</li><li>• Campus Administrators</li><li>• Teacher committee to bring attention to website resources</li></ul>	<ul style="list-style-type: none"><li>• Computers</li><li>• Internet</li><li>• Library labs</li><li>• Classroom crows</li><li>• Reliable intranet and internet connection to use Google classroom platform</li><li>• Spectrum</li></ul>	August 2019 through August 2020	online campus and classroom web sites	<ul style="list-style-type: none"><li>• Internet permission forms for students.</li><li>• Acceptable Use Policy Training sign-in sheets.</li><li>• Increased usage of internet resources by teachers and students</li><li>• (reports from network log-in process).</li></ul>

**PSJA North ECHS Focus Area 5: Technology**

Objective 4: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"><li>• The Instructional Technology Department will use local funds to replace all computers in campus instructional labs every three years.</li><li>• Try to update personal/teacher laptops every three years</li></ul>	<ul style="list-style-type: none"><li>• Technology Directors</li><li>• Campus Principal</li><li>• Campus CIT</li></ul>	Local Technology Budget, and hardware	August 2019 through August 2020	computers at each campus instructional lab will be no more than 3 years old at any given time.	<ul style="list-style-type: none"><li>• Faster lab computers that are under warranty</li><li>• Student work</li></ul>

**PSJA North ECHS Focus Area 6: Increasing Learning Time**

**Objective 1: During the 2019-2020 school year, PSJA North ECHS will create and implement a literacy program (Raider Time) during our literacy time during the day for 35 minutes every day.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Administration will embed an additional 35 minutes a day into the campus plan dedicated for literacy.</li> <li>• Teachers will be trained on 17 Sustainable Goals &amp; literacy strategies to be implemented during literacy time (Raider Time).</li> <li>• Specific materials will be provided to teachers so that they implement during Raider Time.</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Principals</li> <li>• Dean</li> <li>• Assistant Principals</li> <li>• Leadership Team</li> <li>• Campus Teachers</li> <li>• CLFs and CLL</li> </ul>	<ul style="list-style-type: none"> <li>• Local Technology</li> <li>• Budget</li> <li>• hardware</li> <li>• Supplies</li> <li>• paper</li> </ul>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Master schedule matrix</li> <li>• Teacher trainings</li> <li>• Sign in Sheets</li> <li>• Agendas</li> <li>• Literacy strategies</li> <li>• Reading selections</li> </ul>	<ul style="list-style-type: none"> <li>• Student literacy packets</li> <li>• Higher scores on CBA and benchmarks</li> <li>• Sample of student work</li> <li>• Increased TELPAS scores</li> </ul>

**PSJA North ECHS Focus Area 7: School Culture and Climate**

**Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will apply discipline protocols consistently and fairly throughout the district 100% of the time.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Campus administration will be trained on student referral protocols, de-escalation and restorative practices</li> <li>• Campus administration will train faculty and staff on student sexual abuse and neglect, bullying and suicide prevention.</li> <li>• Campus administration will implement and follow the Back on Track Committee procedures for DAEP students who are returning to home campus.</li> <li>• Campus teachers, administrators and counselors will implement sweeps to reduce the number of tardies throughout the day and through huge exchange periods.</li> <li>• Campus teachers, administrators and counselors will follow due process when dealing with student discipline referrals and incidences.</li> <li>• Campus will implement a Mentorship Program for students who are at high risk of dropping out.</li> </ul>	<p>Student Services Department Teachers Administrators</p>	<ul style="list-style-type: none"> <li>• Local Funds</li> </ul>	<p>August 2019 through August 2020</p>	<p>Agendas, Sign-In Sheets, PEIMS Discipline Data</p>	<p>Decrease in discipline referrals, ISS, OSS and DAEP</p>

**PSJA North ECHS Goal 7: School Culture and Climate.**

Objective 2: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>• Campus nurses will assist students with individual student needs ( medical, dental, vision and hearing services) by coordinating with social service agencies and provide referral for services when needed.</li> <li>• Campus nurses will improve the management, attendance, education and care of children with asthma by increasing use of national clinical guidelines for asthma by health care providers, improving communication between teachers and staff and parents of students affected with asthma, and ensuring that all staff is trained about asthma symptoms, triggers and resources.</li> <li>• Campus nurses will improve adolescent general well-being by increasing knowledge and access to medical and mental health care.</li> <li>• Administration, nurses and staff will provide a peanut free campus to assist those students who suffer from peanut or other nut related allergies by providing a peanut free zone.</li> </ul>	<ul style="list-style-type: none"> <li>• --Nursing Staff</li> <li>• Director of Health Services</li> <li>• Campus administration</li> <li>• Staff</li> </ul>	<p>-SCE and T1, School based clinic NCVD, DHR, STHS, Catholic charities, Kiwanis</p> <p>National Asthma Education and Prevention Program</p> <p>-Asthma and Allergy Foundation of America</p> <p>-Local health care providers</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Assistance provided to students as needed</li> <li>• Created a hotspot map of students with asthma to determine congestion of illness. Peak flow meters available for all asthmatic by health services</li> <li>• Assist with all medical asthmatic needs when needed</li> <li>• Peanut free zone posters throughout the campus referencing to teachers, students and staff that the campus is a peanut free zone by not providing peanut products on campus.</li> </ul>	<ul style="list-style-type: none"> <li>• Health Needs Met</li> <li>• Less asthma related emergencies</li> <li>• Less peanut allergy related emergencies</li> </ul>

**PSJA North ECHS Goal 7: School Culture and Climate.**

**Objective 2: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>• Campus administration, counselors and nurses will use a common or national outcome measures and/or tool to assess well-being.</li> <li>• Campus administration, counselors and nurses will develop and disseminate a best-practices document for community providers to refer children to the appropriate medical services (school-based clinics)</li> <li>• Campus administration, counselors and nurses will provide support services that includes determent of bullying/emotional abuse, suicide risk by continuing to use the bullying/suicide box.</li> <li>• Campus administration, counselors, nurses, and staff will increase the safety of all students and staff the implementation of the Emergency Response Plan through the training of all staff on how to manage students when emergencies arise.</li> <li>• Campus administration and staff will provide a a school environment free of drugs and violence by being visible and proactive.</li> <li>• Campus administration and staff will promote the development of each student as a whole person by modeling personal growth, self-esteem, responsible behavior, youth development and citizenship and encouraging participation in extracurricular activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Director of Health Services</li> <li>• Nursing Staff</li> <li>• Campus Leadership</li> <li>• Physical Education staff</li> <li>• School liaisons</li> </ul>	<ul style="list-style-type: none"> <li>-Behavioral Centers</li> <li>-PSJA LPC</li> </ul>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Sign In Sheets</li> <li>• Diagnosis</li> <li>• Document for Referral</li> <li>• Home visits</li> </ul>	<ul style="list-style-type: none"> <li>• Medical Releases and Forms</li> <li>• Successful use of action plan implemented for emergencies</li> <li>• Consistent and increased attendance rates</li> </ul>

**PSJA North ECHS Goal 7: School Culture and Climate.**

**Objective 2: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>Physical education staff and nurses will reduce childhood and adolescent obesity by promoting physical activity, healthy eating and educating their families and healthcare providers by emphasizing exercise and nutrition for the development of healthy lifestyle choices in students.</li> <li>Physical education staff will consistently improve amount of physical activity in the school setting by developing policies that support healthy eating and physical activities.</li> </ul>	<ul style="list-style-type: none"> <li>Director of Health Services</li> <li>Nursing Staff</li> <li>Physical Education staff</li> </ul>	<ul style="list-style-type: none"> <li>Child nutrition department</li> <li>Coaching staff</li> <li>Dietician DHR school based clinic</li> </ul>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>Physical education staff documentation of physical activity programs and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Decrease of nurses' referral for health-related issues</li> <li>Fitness Gram documentation</li> </ul>



**PSJA North ECHS Goal 7: School Culture and Climate.**

**Objective 3: Throughout the 2019-2020 school year, PSJA North ECHS will 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
<ul style="list-style-type: none"> <li>• Campus security and administration will conduct daily security/safety audits of all areas, hallways and restrooms on campus</li> <li>• Campus Principal will model and lead all security staff on proper confrontational management techniques</li> <li>• Campus Principal and Leadership will train all school staff on proper lockdown procedures.</li> <li>• Campus Principal and Leadership will model and train all security staff to always be professional and courteous to all students and staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Security and Safety Department</li> <li>• Campus Head Security</li> <li>• Campus Leadership</li> </ul>	Local Funds	August 2019 through August 2020	<ul style="list-style-type: none"> <li>• Secure campus</li> <li>• No incidents of improper force used by security guards</li> <li>• Lockdown documentation procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease in security and safety incidents</li> <li>• School preparedness for emergency situations</li> <li>• Improved interactions between security guards and students</li> </ul>

**PSJA North ECHS Goal 7: School Culture and Climate.**

**Objective 4: Throughout the 2019-2020 school year, PSJA North ECHS will monitor school attendance initiatives to ensure student academic success.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Campus administration will promote consistent admission/enrollment procedures to ensure student engagement and quality data.</li> <li>• Campus administration and liaisons will disseminate attendance/Nonattendance guidelines and compliance</li> <li>• Campus administration and liaisons will implement dropout prevention strategies</li> <li>• Campus administration will review and revise campus monitoring systems to implement effective accountability measures of attendance and address program evaluation through the use of School messenger</li> <li>• Campus administration and counselors will provide consistent student support and guidance to ensure student academic success.</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Personnel</li> <li>• PEIMS Clerks</li> <li>• Administration</li> </ul>	<p>Local Funds</p>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Pre-registration campaign</li> <li>• District Expo</li> <li>• Student Choice Transfers</li> <li>• Student Recovery Initiatives</li> <li>• Countdown to Zero</li> <li>• PEIMS/Leaver Training</li> <li>• Customer Service Training</li> <li>• PEIMS data</li> <li>• Campus Plan</li> <li>• Annual Report Card</li> <li>• School Messenger saved messages</li> <li>• Student schedules, transcripts and Degree Plans and Audits</li> </ul>	<ul style="list-style-type: none"> <li>• District Dashboard Data</li> <li>• ESchool Cognos Reports</li> <li>• Preliminary Enrollment Counts</li> <li>• Sign-In Sheets</li> <li>• Public Relations/PEIMS</li> <li>• Increased student attendance through daily, six weeks and yearly reports data</li> <li>• Decrease in discipline and truancy</li> <li>• Dropout accountability measures in compliance with NCES Federal Accountability</li> </ul>

## PSJA North ECHS Goal 8: Staff Quality, Recruitment, and Retention

**Objective 1: Throughout the 2019-2020 school year, PSJA North ECHS will develop and retain 100% highly qualified staff.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Campus Principal will implement a plan for teacher selection and retention so that staff that is hired is passionate for teaching and committed to excellence</li> <li>• Campus leadership will hire university student interns or tutors that are qualified to assist teachers in the classroom with students</li> <li>• Campus instructional coach and CLL will provide on-going professional development on CIF strategies.</li> <li>• Campus Dean and assistant principals will provide guidance and leadership on the District/Campus Curriculum</li> <li>• Campus CLL will provide teacher support with McREL and SLOs processes and procedures to ensure teacher growth and effectiveness</li> <li>• Instructional Coach will implement an effective instructional coaching system to assist teachers who need additional support</li> <li>• Instructional coach, CLL, and CLFs will provide support to staff every other Thursday during CLCs on effective practices</li> <li>• Leadership team, Dean, Instructional Coach, and CLL will organize and lead campus CLCs that will focus on effective campus processes and practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Principal</li> <li>• Assistant Principals</li> <li>• Department Heads</li> <li>• Dean</li> <li>• CLL</li> <li>• CLFs</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Guides</li> <li>• Teaching Resources</li> <li>• CIF Strategies and Materials</li> <li>• ELPS</li> </ul>	<p>August 2019 through August 2020</p>	<ul style="list-style-type: none"> <li>• Campus teacher retention rate</li> <li>• Increased number or tutors hired</li> <li>• 100% highly qualified staff</li> <li>• Consistent implementation of District/Campus Curriculum</li> <li>• McREL Evaluations</li> <li>• Completed SLOs</li> <li>• Pre and Post Assessments</li> <li>• CLC sign in sheets</li> <li>• CLC agendas and materials</li> <li>• Actual Student Samples and Work</li> <li>• Teacher artifacts of implementation</li> </ul>	<ul style="list-style-type: none"> <li>• All classrooms have a HQ teacher that is prepared to deliver instruction</li> <li>• Teacher will support student success with content expertise</li> <li>• Higher student grades</li> <li>• Higher percentage of retesters and EL students passing EOC tested subjects</li> <li>• Higher percentage of students growing from one proficiency on TELPAS</li> <li>• Less % of student failing classes</li> </ul>

**PSJA North ECHS Goal for Lone Star Governance: GOAL PROGRESS MEASURE**

**Goal 1: Throughout the 2019-2020 school year, PSJA North ECHS will increase its graduates who are CCMR ready by 5% in order to be able to meet annual targets by June of 2023. Goal 1 Targets: SY 18/19 = 72%, SY 19/20 = 74%, SY 20/21= 76%, SY 21/22 = 78%, SY 22/23 = 80%**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact
<ul style="list-style-type: none"> <li>• Counseling staff will schedule students in courses aimed at earning an industry-based certificate, including Level 1 and Level II, targeting students who are eligible to earn certificates.</li> <li>• Counselors and teachers will track progress of those students who are earning an industry-based certificate, Level 1 certificate or Level II certificate, to ensure that students will be able to graduate with a certification.</li> <li>• Counseling staff will also make sure that students are correctly scheduled in courses that offer Dual Credit, monitoring that students earn a minimum of 9 hours or more in any subject.</li> <li>• DC teachers will progress monitor students in DC courses so that they successfully complete the rigorous coursework and apply instructional strategies and interventions to assist teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Principal</li> <li>• Assistant Principals</li> <li>• Department Heads</li> <li>• Dean</li> <li>• CLL</li> <li>• CLFs\</li> <li>• Content Leaders</li> <li>• Teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Guides</li> <li>• Teaching Resources</li> <li>• CIF Strategies and Materials</li> <li>• ELPS</li> </ul>	<p>(August 2019 through August 2020)</p> <p>Industry-based certificate timelines by school year:            SY 18/19=4%, SY19/20=5%,            SY 20/21=6%, SY 21/22=7%            SY 22/23=8%</p> <p>Earning 9 or more hours in any subject timelines by school year:            SY 18/19=51%, SY19/20=53%            SY 20/21=55%, SY21/22=57%            SY 22/23=60%</p> <p>Graduates earning a Level 1 and Level II certificates timelines by school year:            SY 18/19=6%, SY 19/20=7%            SY 20/21=8%, SY 21/22=9%            SY 22/23=10%</p>	<ul style="list-style-type: none"> <li>• Increased number of students graduating with an industry-based certificate, students earning 9 or more hours of DC credit, and graduates earning a level I or II certificate.</li> <li>• Meeting yearly targets</li> </ul>	<ul style="list-style-type: none"> <li>• Student scheduled in the correct courses aligned to earning a certificate and/or DC courses.</li> <li>• More students ready for workforce upon graduation, ready to use their certifications.</li> <li>• Students graduating with DC coursework and college-ready.</li> <li>• Increased TSI scores and passing rates.</li> </ul>