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District Name: Pharr - San Juan – Alamo ISD

The Mission of PSJA Thomas Jefferson T-STEM Early College High School is to help all students discover a purpose and develop college, career and global citizen capacities to the fullest while earning college core completion or a postsecondary degree by high school graduation.

Demographics Summary: We currently serve 770 students in grades 9 – 12 from the tri-city area and beyond. We are comprised of 98% Hispanic, 93% economically disadvantaged, 3% Special Education, 3% 504, 2% Migrant, 12% English Language Learners, 16% Gifted & Talented and 46% at risk students that have committed to an early college education.

Comprehensive Needs Assessment Summary: Having earned an A by the Texas Education Agency and ranking 36th in the state through the Best High Schools US News & World Report, we are steadfast on continuing our tradition of excellence. An overall score of 93 shows we have room for improvement. Our struggle lies in the areas of literacy and academic growth. Our 2019 data shows 36% of our 9th & 10th grade students are not on grade level in English; 53% of that are English Language Learners and 10% Special Ed students. Furthermore, our TELPAS results are at 30% which is 6 points under the federal target. Conversely, 70% of our 9 – 12 grade EL's are not advancing in English.

Curriculum/ Instruction and Assessment: Through our weekly on-campus professional development, teachers learn strategies to create an optimal learning environment in their classroom. Teachers continue to use the common instructional framework, 4 C's, SIOP and fundamental 5 to deliver quality lessons. To address our literacy needs, we will dig into the the intellectual prep of academic vocabulary and inferencing through classroom discussion and writing. Strategies like content driven exchanges and looping will ensure that EL students have the oral practice they need to advance in the TELPAS assessment. We will use technology, Newsela and new teacher center resources to maximize our focus skills.

Summary of Goals: By May 2019, we will increase student English language achievement by 6% to increase our on grade level percentage from 64% to 70%. We will close the achievement gaps in our sub-groups by 5% as well as increase our overall academic growth in Domain II part A from 69% to 75%.

Principal Signature

Campus Improvement Plan

2019-2020

Mission Statement

To graduate all students from high school with an associate degree or college core complete while providing advanced educational experiences in the areas of Science, Technology, Engineering, the Arts and Mathematics.

What We Believe In

Guiding Principles:

Respectful, Responsible and Safe

Powerful teaching, powerful learning and coherent college preparation

What We Want to Accomplish

Every student will graduate bi-literate, STEAM endorsed and college core complete or with an associate degree.

Campus Performance Objective Council Members

Minette Duenas	Dean of Instruction
Virna M. Bazan	Principal
Ruben Garcia	Assistant Principal
Silvia Lizcano	Assistant Principal
Ana Villarreal	Counselor
Maria Dolores Duran	Language Dept. Head
Elizabeth Cortez	Science Dept. Head
Gina Miquiabas	Mathematics Dept. Head
Gerardo Herrera	Social Studies Dept.Head
Israel Serna	CTE Dept. Head
Luis Canales	Fine Arts Dept. Head
Nora Salazar	Inclusion Teacher
Yvonne Gomez	Collaborative Learning Leader
Victor Salinas, Vasthi Rodriguez, Yvonne Chamblin, Moses Diaz, Alicia Martinez	CLF
Clarissa Torres	STC Liaison
Mr. & Mrs Garza	Parent
Jorge Palacios	Community Members
Kayleen Gonzalez	Student Council President

2019-2020 Campus Goals

- Goal 1 – Increase Student Achievement
- Goal 2 – Increase Academic Growth for all students
- Goal 3 - Close the Achievement Gaps among all sub-groups
- Goal 4 – Increase Post- Secondary Readiness
- Goal 5 – Increase Family and Community Involvement
- Goal 6 –Increase & Improve Technology
- Goal 7 – Improve School Safety & Culture
- Goal 8 – Recruit and Retain High Quality Staff

GOAL	Items Reviewed	Key Findings	Areas of Focus
1 Increase Student Achievement	Student Achievement (Domain 1) STAAR CCMR Graduation	59% STAAR Performance = 89 scaled score (-1) 96% of seniors are College, Career & Military Ready = 99 scaled score (-3) 100% graduate rate = 100 scaled score Earned a met standard rating and 2 distinctions: Post-secondary Readiness & Science 23% of all students scored at mastery level (+3). 66% of all students met standard (-2), 27% of EL's met standard (+4), 5% of EL's scored at mastery level (+1)	EL reading comprehension Increase EL's at Meets level by 10% SpEd reading comprehension Increase SpEd students by 10% at meets Additional reading class Increase achievement through Academic Vocabulary & Inferencing Strategies Improve TSI Tutoring & Testing Practices
2 Increase Academic Growth for all students	STAAR School Progress (Domain 2) Academic Growth Relative Performance	A component score of 69 (+2) in academic growth (scaled score=79) A component score of 78 (-2) in relative performance (scaled score = 94)	An overall -31 % Academic Growth Improve student learning outcomes in : • English II • Algebra I

GOAL	Items Reviewed	Key Findings	Areas of Focus
3 Close Achievement Gaps	STAAR EOC Domain 3 TELPAS Demographics LPAC	Earned a met standard rating with a component score of 90 (-6) scaled score = 88 Non-continuously enrolled students did not meet the target of 70 in math. We are at 66. Did not meet the English Language Proficiency Status of 36% We are at 31% in TELPAS Did not meet the growth status of 68 in math & 64 in reading for EL's. We were at 67 and 63 respectively	• TELPAS • EL strategies
4 Increase Post-Secondary Readiness	TSI scores PSAT scores ACT scores SAT scores Advanced Placement Industry Certifications	Earned a post-secondary readiness distinction 21% of students are not TSI complete ACT average is a 19 SAT average is a 522 in reading & writing and a 497 AP Summary: The data indicates that performance in each subject has increased by an average of 2% SAT/ACT 100% participation AP Examination Participation is at 88% CCMR is at 96% 60% associate degrees	Increase TSI completion by 10% Increase ACT average to a 24 Increase SAT average to a 550 in reading and writing and a 540 in mathematics Increase industry certificates offered to our students Increase AP performance by 5%

Summary of Findings

GOAL	Items Reviewed	Key Findings	Areas of Focus
5 Increase Family & Community Involvement	Sign In sheets Observations Calendars Advisory Board CPOC	Part time Parent Educator Meet the Teacher Open House Fall Festival Parent University (meetings) Fine Art Concerts Titan EXPO Parent Meetings	Increase Parental Involvement Communication in both English and Spanish Increase parental volunteer time Build Community Relations through advisory boards
6 Increase & Improve the use of Technology	Survey Observations Inventory	Availability of technology resources for students and teachers, and staff. 4 mobile labs Need 2 more 120 windbooks 10 interactive boards Need 26 more	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 Improve safety & positive culture on campus	Student Survey & Interviews Staff Survey & Meetings Observations Parent Surveys & Meetings Conferences with parents & visitors	• 97.4% student attendance • 100% of teachers attend the Collaborative Learning Communities with common planning periods • 60% of students attend College classes at STC or the University Center • 2 security guards • 7 gates, 1 student parking lot,	• Increase student enrollment • Build stronger public relations • Improve Communication • Vertical & Horizontal Alignment • 10/10 rule • Increase customer service
8 Recruit & Retain High Quality Staff	Interviews SBEC TalentEd • New Teacher Institute • McRel Evaluation Tool • TCLC • Mentor Feedback	• 100% Highly Qualified Staff We continue to use a high quality process to select staff to serve our students. The district has systems in place to ensure we recruit qualified staff. Every new teacher has a mentor	Teachers with a masters in social studies, English, science, mathematics, speech, Spanish and music Retaining students by offering them opportunities of post-secondary education

Campus Goal 1: Improve Student Academic Achievement

Objective 1: By May 2020, PSJA Thomas Jefferson T-STEM Early College High School will increase the academic performance of all students and all student groups while closing the achievement gaps between students of special populations and the all student group.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Teachers will participate in summer Curriculum Writing sessions for all contents assessed.	Principal, Assistant Principal, Dean of Instruction, Department Heads Teachers	Title I & II Funds, State Bilingual Funds, Title III, Sp. Ed. Funds	May 2020- August 2020	Curriculum Documents, lesson plans, student products, Pacing Guides and Timelines	Gains on the STAAR, TELPAS, CBAs, BMs	General Supplies Copier machine Laptop TEKS Advanced Placement	Title 1 & II- #2, 4
Training on the state standards, Domains, depth and complexity of the TEKS and the use of data to develop an intentional curriculum for each course.	Assistant Principal Department Heads	Local Funds, Title 1, II, & III Funds, State Bilingual Funds, Sp Ed 162	September2019 - August 2020	Agenda and Sign-in Sheets, Assessment and TEKS unpacking by Teacher, State and Regional Accountability documents	STAAR, TELPAS Advanced Placement, PSAT, ACT/SAT	Mobile Lab Interactive Boards TEKS General Supplies Lead4wad Resources	Title 1 & II - #4
Curriculum documents will include ELPS strategies, accommodations, differentiated instruction for All Students	Assistant Principal Department Heads	Local Funds 199, Title 1 Funds 211, State Bilingual Funds	September2019 - August 2020	Curriculum Documents, lesson plans, student products, Pacing Guides and Timelines	Student achievement gains on the STAAR, TELPAS	ESL Certification SIOP Training Dual Language Dept TX Gateway ELPS Academy Sheltered Instruction Training Series	Title 1-#1, 2
Provide &implement instructional programs to meet the needs of all students. Whole and small group instruction, tutoring before & after school, cooperative learning, instructional strategies and consumables, school wide technology.	Principal, Assistant Principal Dean of Instruction Department Heads, Teachers	Title I & II Funds, State Bilingual Funds, Title III, Sp. Ed Funds	September 2019- August 2020	Curriculum Documents, lesson plans, student products, Pacing Guides and timelines	Student Achievement gains on the STAAR, TELPAS, PBMAS Mini Assessments CBAs BMs	General Supplies Copier Machines Canon/ Copy Graphics Labtop TEKS Advanced Placement	Title 1 & II - #2,4
Assessment Calendars and instructional timelines will be regularly monitored & revised for all assessed courses.	Dean of Instruction Administrators	Local Funds, Title 1 Funds	September2019 - August 2020	Completed Academic and Testing Calendars, Agendas, Sign In sheets	Student achievement gains on the STAAR, TELPAS	LCopier Machine Poster machine, poster paper Print shop	Title 1 - #1, 2

District Goal 1: Improve Student Academic Achievement

Objective 1: By May 2020, PSJA Thomas Jefferson T-STEM Early College High School will increase the academic performance of all students and all student groups while closing the achievement gaps between students of special populations and the all student group.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
District curriculum and aligned assessment will be used with fidelity to monitor the effectiveness of teaching and learning	Assistant Principal Department Heads	Local Funds, Title 1 Funds	September 219 - August 2020	Formative and Summative Assessments	CBAs, Benchmark scores, student achievement gains	District Curriculum Benchmarks Supplies & Materials Promethean, Mimio Calculators, Science Lab supplies	Title 1-IV -#8
Campus Performance Review sessions (CPRs) will be held following each district level CBA or Benchmark	Principals, assistant principals	Local Funds, Title 1 Funds	October 2019 November 2019 January 2020 February 2020 April 2020	Agendas and sign-in sheets, Data Analysis Documents, CBAs/Benchmark Response, CLC planning	CBAs, Benchmark scores, student achievement gains	Promethean Power Point General Supplies	Title 1 - #2, 4, 8
Campus Leadership Team will monitor the implementation of the curriculum at each campus	Principals, assistant principals, Department Heads CLL, CLF's	Local Funds, Title 1 Funds, State Bilingual, SpEd 162, Migrants Funds	September 2019– August 2020	Walk-through documentation	Benchmark scores, student achievement gains	Laptop Observation rubric General Supplies	Title 1 - #2, 3
Professional development training will be provided for teachers, administrators and program related staff in all standards and subjects	Dean of Instruction, CLL	Title 1 Funds, Title II, Title III, State Bilingual, SpEd 162, Migrant Funds	September 2019– August 2020	Agendas and sign-in sheets	Benchmark scores, student achievement gains	Region 1 Training College Board Webinars Irma Duran Consulting Lead4ward Training General Supplies	Title 1 - #4

District Goal 1: Improve Student Academic Achievement

Objective 1: By May 2020, PSJA Thomas Jefferson T-STEM Early College High School will increase the academic performance of all students and all student groups while closing the achievement gaps between students of special populations and the all student group.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Provide hands-on learning and exposure to Science, Technology, Engineering, and Mathematics and support the use of field-based or service learning to enhance the students' understanding of STEM subjects.	Principals, Assistant Principals, Department Heads, CLL and CLF's	Local Funds, Title I, III, IV, Migrant Funds	August 2019– August 2020	Master Schedule, Summer Schedules, Enrichment Program Schedules	Student Achievement Gains, Closing Achievement Gaps	CBAs, Benchmarks, STAAR, TELPAS, Consumable supplies, lab equipment, study aids, Prep books for AP exams and textbooks	Title 1#: 1, 2
Foreign language and environmental education instruction	Principals, Assistant Principals, Department Heads, CLL and CLF's	State Bilingual, Title IV	August 2019– August 2020	Schedules	Advanced Placement results	Sustainability Project Materials National Spanish Examinations AATSP Global Goals Training	Title: 2
Purchase manipulatives, supplemental aides, and instructional resources to support student learning.	Principals, Assistant Principals, Secretary	Local Funds 199, Title I, IV Funds, Bilingual Funds, Migrant Funds, SPED Funds, SCE	August 2019– August 2020	Walkthrough Documentation	Closing the Gap domain results	Lab equipment, Prep books for AP exams, Criterion, Windbooks with cart, School City, Dictionary Calculators, Inspire Calculators, Corrective Reading General Supplies NewsELA	Title 1 2, 9
Ensure Program Directors/Coordinators have the resources to effectively carry out program objectives (ex: purchasing items, copiers, supplies ,materials. etc.)	Principals, Assistant Principals, Secretary	Local Funds 199, Title I, IV Funds, Bilingual Funds, Migrant Funds, SPED Funds, SCE	August 2019– August 2020	Purchase Orders	Program Checklist	Program Evaluation	Title !- #10

District Goal 1: Improve Student Academic Achievement

Objective 2: Assessments aligned to the curriculum will be used to monitor student progress toward meeting state passing standards in 2019-2020.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Data analysis and monitoring student progress will be presented immediately following each District Assessment. Presentatons for students, staff and parents will be made available.	Campus leadership team	Local Funds, Title 1 Funds	August 2019–August 2020	Data Reports Agendas Sign In Sheets	Student achievement gains	CBAs, BMs, STAAR, TELPAS General Supplies Purchase projectors for presentations in data room, fine arts, gym and library	Title 1 - #2, 8
Campus level monitoring of the progress of migrant, ELL, Special Education students will be done immediately following each CBA and BM	Campus Leadership Team Migrant Counselor, Dual Language Teachers	Title I, SCE, Migrant Funds, SpEd 162, State Bilingual	October 2019 November 2019 January 2020 February 2020 April 2020	Agendas and Sign-in Sheets	student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS General Supplies Technology	Title 1 - #1, 2

District Goal 1: Improve Student Academic Achievement

Objective 3: All subpopulation groups at Thomas Jefferson T-STEM Early College High School will be monitored to ensure they are on-track to meet state passing standards on the 2019-2020 STAAR.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Campus Goals will be specific for each subgroup	Principal, Assistant Principals, Campus Leadership Team	SCE, Migrant Funds 212, SpEd 162, State Bilingual, Title I, Local Funds	September 2019 - August 2020	District and Campus Goals for 2020-2020	Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS General Supplies Computer Copier Machine	Title 1 - #2
Prepare campus level data to develop action plans to target areas of concern	Campus Leadership Team	STAAR Data, DMAC, TAPR Report, Weekly mini-assessments, CBAs, TELPAS, TPRI, Tejas Lee	September 2019 – August 2020	Student Progress Profiles, DMAC Reports, Campus Data Reports	Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS, Weekly-assessment, CBAs, General Supplies Computer Copier Machine Projector	Title 1 –IV, #2, 8
Special population data will be reviewed following each district-level CBA and Benchmark for progress toward Mastery of Grade Level Performance.	Campus Leadership Team, Teachers	Local Funds 199, Title 1 Funds 211, State Comp 166, State Bilingual, SpEd 162	October 2019 November 2019 January 2020 February 2020 April 2020	Special Populations' Data Templates Individual Learning Profiles	Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS General Supplies Computer Copier Machine Projector	Title 1 - #2, 8
Professional development training on data analysis will be provided for campus teachers.	Principal, Assistant Principals, Dean of Instruction	Lead4ward, Regional Reports, Comparison, Title I, II Funds	September 2019– August 2020	Agendas and Sign-in Sheets, Powerpoint	Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS, Weekly-mini assessment General Supplies Lead4ward Training Consultants	Title 1 –IV, #4

District Goal 1: Improve Student Academic Achievement

Objective 3: All subpopulation groups at Thomas Jefferson T-STEM Early College High School will be monitored to ensure they are on-track to meet state passing standards on the 2019-2020 STAAR.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Academic Interventions, afterschool tutorials, and/or Saturday tutorials will be available for students in each subgroup following progress reports, report card, CBA and Benchmark	Dean of Instruction, Instructional Coaches, Teachers	Local 199, Title I, 211 , State Comp 166, State Bilingual, SpEd 162	August 2019-July 2020	Tutorial Sign-in sheets, Schedules, Targeted Tutorials, Intervention Plans	Student achievement gains, closing achievement gaps	CBAs, BMs, STAAR, TELPAS	Title 1 - #9
Communication will be conducted following each district-level Benchmark to inform parents of students in the identified subgroups of interventions available.	Campus Administration, Teachers,	Local 199, Title I 211 , State Comp 166, Migrant 212, State Bilingual, SpEd 162	October 2019 November 2019 January 2020 February 2020 April 2020	Phone Logs, Sign-in sheets, Campus Letter, Tutoring permission slip	Student achievement gains, closing achievement gaps, increased student participation in tutorial program	CBAs, BMs, STAAR, TELPAS, Report Cards, Progress Reports General Supplies HAC Parent Educator	Title 1 - #6

District Goal 2 Improve Student Progress in Reading and Math (Domain 2)

Objective 1: School – wide Reading/Writing Instruction will be aligned and interdisciplinary among all content areas at PSJA Thomas Jefferson T-STEM Early College High School.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The reading/writing curriculum will be developed/ revised using thematic-based instruction and CIF teaching strategies	ELA/SLA Teachers, Instructional Coaches,	Title 1 211, Local Funds 199	August 2019-August 2020	Completed Curriculum Documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS, Pre-AP and AP training	Title I - #1, 2, 4, 8
Teachers will receive training on TEKS analysis to determine depth and complexity of each student expectation	Dean of Instruction CLL	Title 1 211,Title II, Local Funds 199,	August 2019 and on-going	Agenda and Sign-in Sheets	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS, Pre-AP and AP training	Title I - #1, 2, 4, 8
Depth of Knowledge Questions [DOK]will be updated for each literary selection [all genres] during Collaborative Learning Communities (CLCs)	Dean of Instruction CLL	Title 1 211, Local Funds 199,	Summer 2020 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, TELPAS	CBAs, BMs, STAAR, TELPAS	Title I - #1, 2, 4, 8, 9
Building Rigorous Readers activities will be implemented in all contents	ELA/ SLA Teachers	Title 1 211, Local Funds 199	Summer 2020 – and ongoing	Completed Close Reading Documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS NewsELA Library Newspapers Scholastic Academic Vocabulary Training	Title I - #1, 2, 4, 8

District Goal 2 Improve Student Progress in Reading and Math (Domain 2)							
Objective 1: Reading/Writing Instruction will be aligned to STAAR, Advanced Placement, ACT/SAT, to increase college readiness standard by 10% .							
Strategies and Action Steps	**Person(s) Responsible**	**Budget**	**Timelines**	**Evidence of Implementation**	**Evidence of Impact**	**Resources Needed**	**Title 1 Schoolwide Components**
A minimum of 3 compositions per semester will be required at each grade level	Campus Administration, District ELA Teachers	Title 1 211, Local Funds 199	September 2019 - August 2020	Completed composition prompts Lesson Plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	Criterion Dictionary Calculators Mobile labs Laying the foundation Springboard Student portfolios General Supplies Copier Ink & Toner	Title I - #1, 2, 4, 8
STAAR, AP, ACT/SAT Connected questions will be developed/ revised for all literary selections [all genres]	ELA teachers	Title 1 211, Local Funds 199	September 2019 - August 2020	Completed STAAR Literature questions in the Curriculum Documents	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	STAAR Workbooks Novels Springboard ACT/SAT consumables Winbooks Interactive Board & equipment, Copier Ink & Toner	Title I - #8, 9
One aligned CBA and two district Benchmarks will be administered at our campus	Campus Principals, Dean of Instruction	Title 1 211, Local Funds 199	October 2019 November 2019 January 2020 February 2020	Walk-throughs, DMAC data reports, Data Rooms	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	DMAC Promethean Winbooks Calculators Dictionaries/Thesaurus	Title I - #8, 9
CBA & Benchmark Data will be used to inform tutorial lessons and to identify spiraled skills	Campus Principals Dean of Instruction	Title 1 211, Local Funds 199	September 2019- August 2020	DMAC reports, CLC agendas and sign-in sheets, action plans, Tutorial Lesson Plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	DMAC Interactive Boards Winbooks Calculators Dictionaries/Thesaurus Color Overlays Computer Lab	Title I - #8, 9
CBA and Benchmark data will be used to identify students in need of extended learning opportunities	Campus Principals Dean of Instruction, Teachers	Title 1 211, Local Funds 199	September 2019- August 2020	DMAC reports, CLC Agendas and sign-in sheets, action plans, Tutorial Lesson Plans	Increased Student Progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS Tutoring DMAC District Curriculum	Title I - #8, 9

District Goal 2 Improve Student Progress in Reading and Math (Domain 2)

Objective 2: Math Instruction will be aligned with district curriculum and embedded throughout all content areas at PSJA Thomas Jefferson T-STEM Early College High School.

strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Mathematics curriculum will include CIF strategies	Content Coaches	Title 1 211, Local Funds 199	June 2019June 2020	Completed Curriculum Documents	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS Calculators Surface Pro's Interactive Boards Windbooks	Title I - #1, 2, 4, 8
Teachers will receive training on unpacking the math TEKS, analyzing data during CLCs	Campus Principals, Dean of Instruction	Title 1 211, Title II, Local Funds 199	August 2019 and on-going	Agendas and Sign-in Sheets	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS	Title I - #1, 2, 4, 8
One aligned CBA and two district Benchmarks will be administered district-wide	Content Coaches Campus Principals, Dean of Instruction	Title 1 211, Local Funds 199	October 2019 November 2019 December 2020 February 2020	Walk-throughs, DMAC data reports, Data Rooms	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPASCalculators Surface Pro's Interactive Boards Windbooks	Title I - #1, 2, 4, 8
CBA & Benchmark Data will be used to inform tutorial lessons and to identify spiraled skills	Content Coordinators, Principals, Deans, Instructional Coaches, Teachers	Title 1 211, Local Funds 199	August 2019-August 2020	CLC agendas and sign-in sheets	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPASCalculators Surface Pro's Interactive Boards Windbooks	Title I - #1, 2, 4, 8

District Goal 2 Improve Student Progress in Reading and Math (Domain 2)

Objective 2:   Math Instruction will be aligned with district curriculum and embedded throughout all content areas at PSJA Thomas Jefferson T-STEM Early College High School.

strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Instructional strategies will developed/ revised as spiraled activities in STAAR format	Principals, Dean of Instruction, Instructional Coaches	Title 1 211, Local Funds 199	August 2019- August 2020	Walk-throughs, lesson plans	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, STAAR Coach Resource books, Reading Comprehension PD, TELPAS CIF Academic Vocabulary	Title I - #1, 2, 4, 8
Provide professional development on effective teaching strategies.	Principals, Dean of Instruction, Instructional Coaches	Title 1 211, Title II, Local Funds 199	August 2019 and on-going	Agendas and Sign-in Sheets	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS Academic Vocabulary Training Inferencing Training CIF	Title I - #4
Provide professional development on effective leadership strategies for Teachers.	Principals, Dean of Instruction, Instructional Coaches	Title I, II Funds 211, Local Funds 199	July 2019 – July 2020	Agendas and sign-in sheets	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS Region 1 Workshops TCLC's	Title I - #4
DMAC quintile reports will be used to monitor students progress to determine accountability performance levels.	Principals, Dean of Instruction, Instructional Coaches	Title 1 211, Local Funds 199	October 2019 - June 2020	CLC agendas and sign-in sheets	Increased student progress for all students to include sub population as measured on CBAs, BMs, STAAR, TELPAS	CBAs, BMs, STAAR, TELPAS	Title I - #1, 2, 4, 8

District Goal 3: Close the student achievement gap among all populations.

Objective 1: By May 2020 PSJA Thomas Jefferson T-STEM Early College High School will decrease the student achievement gap among all subgroups by 10%.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
To meet the needs of subgroups, research-based practices/supplemental will be implemented, such as: •Accommodations •Nonlinguistic Representation Activities •Frayer model •Interactive Word Walls • Thinking Maps/Graphic Organizers *Read and Write • Literacy Strategies •SIOP Model •Close Reading strategies •Differentiated instruction •Technology Devices & equipment and software •Collaborative Learning Community •RtI Plans •Strategic Plans •ELPS •Personal Graduation Plans •Corrective Reading	Campus Principals, Dean of Instruction Dual Language Teachers, Special Ed Teacher Campus Personnel, Support Staff	Title 1 211, Local Funds 199 State Bilingual, Special Ed 162, Migrant Funds 212 State Comp 166	2019-2020	-Strategies embedded in the district curriculum guides. -Lesson plans, -walkthroughs, -Intervention plans, -Progress Monitoring -Learning walks	Closing the achievement gap among all student populations.	CBAs, BMs, STAAR, EOC,TELPAS, Library NewsELA Criterion Measuring Up Consumables Electronic Dictionaries Region 1 SpEd training CAVI Training Academic Vocabulary Training Windbooks TX Gateway Online Training	Title 1: #2,3,4,9
• Campus will Provide Migrant Students with a variety of instructional strategies & support	Migrant Counselor, CLL, Teachers	Migrant Funds 212	May-June 2020	Itinerary, Close Up Agenda	STAAR results	STAAR Part-time Tutors Windbooks	Title 1: #2

District Goal 3: Close the student achievement gap among all populations.

Objective 1: By May 2020 PSJA Thomas Jefferson T-STEM Early College High School will decrease the student achievement gap among all subgroups by 10%.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The progress of all subgroups will be monitored and appropriate interventions will be provided.	Principals, Dean of Instruction, Instructional Coaches, CLF's, Teachers	Title 1 211, Local Funds 199, State Bilingual, Migrant Funds 212, Title III, SCE 166	August 2019-August 2020	Walk-throughs, LPAC notes, Lesson Plans, Language Acquisition Monitoring Application, PFS Progress Review	Closing achievement gap among all student populations.	Weekly Assessments, CBAs, BMs, STAAR,/EOC TELPAS	Title 1: #2,8,9, 10
Specialized personnel will support the academic needs of each subgroup.	Dual Language personnal, Special Ed Teacher, Migrant Counselor,	Title 1 211, Local Funds 199, Title III, Migrant Funds 212, Special Ed 16 2/224/225	August 2019-August 2020	Organizational Charts	Closing of the achievement gap among all subgroups	Job descriptions, Staff evaluations	Title 1: #9, 10
Provide professional staff development to campus staff to meet the needs of all subgroups.	Principals, Dean of Instruction, Instructional Coaches	Title 1 211, Title II, Title III, Local Funds 199, State Bilingual, Migrant Funds 212, Special Ed 162	August 2019-August 2020	Sign-In Sheets, Agendas, CPE Hours	Closing of the achievement gap among all subgroups	CBAs, BMs, STAAR, TELPAS Mini-Assessments, Six Weeks Exams,	Title 1: #4, 10
Increase access for students through grade 12 who are members of groups underrepresented in such subject fields, such as female students, minority students, English learners, children with disabilities, and economically disadvantaged students to high quality courses.	Principals, Dean of Instruction, Instructional Coaches	Title 1 211, Title II, Title III, Title IV, Local Funds 199, State Bilingual, Migrant Funds 212, Special Ed 162	August 2019-August 2020	Master Schedules, Student Schedules	Increase in accrual of college & AP credits, certificates	CBAs, BMs, STAAR, TELPAS, AP Exams, Mini-Assessments, Six Weeks Exams,	Title 1: # 1,2

District Goal 3: Close the student achievement gap among all populations.

Objective 1: By May 2020 PSJA Thomas Jefferson T-STEM Early College High School will decrease the student achievement gap among all subgroups by 10%.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The progress of all students will be monitored through district formative assessments and campus-wide initiatives such as: --cold calling questions --Close reading strategies --DOK questions --CIF -- Academic Vocabulary ---Inferencing	Campus Principals, Instructional Coaches, CLF	Title 1 211, Local Funds 199 Special Ed 162	August 2019-August 2020	DMAC data reports utilized in district templates for meeting the system safeguards and shared during District Review Sessions .Progress Monitoring Data Reports, Walkthrough Reports	Closing the achievement gap among all student populations.	Weekly Assessments, CBAs, BMs, STAAR/EOC, TELPAS General Supplies	Title 1: #2 ,3,9
Classrooms will be monitored for implementation of accommodations, inclusion support and interventions to accelerate student progress.	Principals, Deans, Special Ed Teacher, Instructional Coaches	Title 1 211, Local Funds 199 Special Ed 162	August 2019-August 2020	Walk-throughs, ARDs, Accommodations, Lesson Plans, Monitoring of the IEP	Closing the achievement gap among all student populations.	Weekly Assessments, CBAs, BMs, STAAR/EOC, TELPAS General Supplies	Title 1: #2,8,9
504 students' performance and progress will be monitored and accommodations and interventions will be provided.	Dean of Instruction Counselors,	Title 1 211, Local Funds 199	August 2019-August 2020	504 accommodation plans, walk-throughs, lesson plans	Increase in student achievement of students with 504 accommodations	Weekly assessments, CBAs, BMs, STAAR/ EOC TELPAS General Supplies	Title 1: #1,2,9
Dyslexia services will be provided (i.e. multisensory and explicit instruction) to students identified with dyslexia characteristics.	Principals, Dean of Instruction, Teacher, Campus Dyslexia Contacts	Title 1 211, Local Funds 199	August 2019-August 2020	Dyslexia progress monitoring data, Walk-throughs, lesson plans Progress Monitoring Reports	Increase in student achievement of students with dyslexia accommodations	Weekly assessments, CBAs, BMs, STAAR/EOC TELPAS	Title 1: #2,8,10
Extended learning and credit recovery opportunities for students not mastering the curriculum will be provided through summer school, credit recovery, academies, tutorials, and enrichment period.	Campus Administrators, Counselors, Teachers	SCE, State Bilingual, Migrant, SpEd 162,Title I, Title III	August 2019-August 2020	School rosters, Credit recovery rosters, tutorial schedules, log in sheets	Students gaining credits, lower failure rates, higher graduation rates	Weekly assessments, CBAs, BMs, STAAR/EOC TELPAS, Graduation rates	Title 1: #6,9

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

Objective 1:   By May 2020 PSJA Thomas Jefferson T-STEM Early College High School will increase the number of students that score meets and masters in all state assessments.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Professional development will be provided on in-depth study of STAAR released test items to define rigor of the lesson.	Campus Principals, Content Coaches,	Local Funds, Title 1 Funds, Title II	June 2019– August 2020	Agenda and Sign-in Sheets	Benchmark scores, increased number of students scoring at the Meets Grade Level.	CBAs, BMs, STAAR, TELPAS	Title 1 - #4, 8
CBAs and two district Benchmarks will be administered district-wide.	Campus Principals, Teachers	Local Funds, Title 1 Funds	June 2019-April 2020	Completed Formative and Summative Assessments in the Curriculum Binders	Benchmark scores, increased number of students scoring at the Meets Grade Level, tracking forms	CBAs, BMs, STAAR, TELPAS	Title 1 -#8
Focused and targeted tutorials will be provided for all student groups in each phase of accountability to ensure they improve their scores on the meets grade level on the STAAR assessment.	Campus Administration, Instructional Coaches, CLL, CLFs, Teachers, ELL Tutors, Migrant tutors	Local Funds, Title 1 Funds/ SCE Funds, State Bilingual Funds, Migrant Funds	June 2019 to August 2020	Tutorial logs (Student Sign-in Sheets & Schedules), Lesson Plans, Walk-Through Documentation, Phone Logs	Benchmark scores, an increase in the number of students that score at the Meets and Masters Grade Level.	CBAs, BMs, STAAR, TELPAS,	Title 1 - #2,4,8

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

Objective 2: By May 2020 PSJA Thomas Jefferson T-STEM Early College High School will increase the number of students that complete their Core courses, Associates Degree, College Certificate, Post-Secondary Industry Certification Program, and pass Advanced Placement Exams before high school graduation.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Comprehensive advisement will be provided to students and Professional Development will be provided in the area of Student Advisement .	Campus Administration, College Transitional Specialists, CTE, Counselors, DC teachers, Financial Aid Officers	High School Allotment Funds STC Course Catalog, CTE Course Catalog	June 2019 - June 2020	Degree Plans, Documentation on Student Advisement, CTE Code 2's, STC Degree Works, college/high school schedule, college/high school transcript , Vector	Increase number of students who receive AS degrees, number of students who complete core, certificates of completion, College Certificates, Post Secondary Industry Certification	Number of students who have followed a career pathway.	Title 1 High School Allotment
Academic support services will be provided to increase retention and completion rates of all student groups	Campus Administration IHE Partner College Transition Specialists Counselors	High School Allotment Funds, STC Course Catalog, CTE Course Catalog	June 2019- August 2020	Student sign-in sheets, Center for Learning Excellence log in	Increased number of students retained in college courses	Number of students who successfully complete their college courses.	Title 1 High School Allotment
Increase Advanced Placement Exam passing rate of 3 or higher	Campus Administration, College Readiness, Advance Academics, Content Coaches AP Teachers	Local Funds, Title 1	June 2019- August 2020	Classroom Lesson Plans AP Exam Scores	Increased number of students passing with 3 or higher, college credit awarded by IHE	AP Benchmarks AP Exam Scores	Title 1: #1,2,4, & 10

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

Objective 3: PSJA Thomas Jefferson T-STEM Early College High School will Increase the number of students who successfully pass the Texas Success Initiative (TSI) College Readiness assessment.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
TSI class instruction will be provided in High School level courses that prepares students for the assessment	High School Administration, Teachers	H.S. Allotment - (167), Local Funds - (199)	August 2019 – August 2020	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. College Success Class HB5	Title 1: #9
TSI tutorial sessions will be provided at the high schools that prepare students to pass the assessment	High School Administration ELA and Math Content Coaches Assigned TSI Teacher	Title 1- (211), Local Funds- (199)	August 2019- August 2020	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: #9
TSI Summer Bridge Program will be available for preparation of students who have not mastered TSI assessment	High School Administrators, Assigned TSI Teacher, Early College Director	H.S. Allotment - (167), Local Funds - (199)	June 2019- August 2020	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: #9

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

Objective 4: PSJA Thomas Jefferson T-STEM Early College High School will increase the number of students who transition into a two-year community college or four-year university.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Students will be provided support with a college transition plan	College Transition Specialists, Financial Aid Officers, Counselors	High School Allotment Funds, Local Funds, Title I funds	August 2019- July 2020	FAFSA applications, College Applications, Class Registration, Degree Plans	The increase in number of students who complete college entrance exams and college applications	The number of students who enroll and transition into a 2-year college or 4-year university.	Title 1: #1, 2, 8, 9
Continuous registration support will be provided through the College Transition Specialists	College Transition Specialists, Financial Aid Officers	High School Allotment Funds, Local Funds, Title I funds	August 2019- July 2020	Advisement Forms, Registration schedule, payment receipt , College Orientation sign in sheet	The number of students who successfully register and attend college	An increased number of students who transition into a 2-year college or a 4-year university.	Title 1: #
College updates will be provided to stakeholders	Campus Administrators, Counselors, College Transition Specialists	Local funds, CTE funds, Title I funds	August 2019- July 2020	Training dates, Sign in sheets, Agendas	Increase in the number of students who successfully register and attend college	The number of students who enroll and transition into a 4 year university.	Title 1: #4

District Goal 5: Family and Community Engagement

Objective 1: PSJA Thomas Jefferson T-STEM Early College High School will provide opportunities for parents to assist students in preparing for assessments by building strong partnerships with our community.

Strategies and Action Steps	Person(s) Responsible	Funding Resources	Materials/ Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title 1 Schoolwide Components
Parent meetings geared toward knowledge of state assessments will be held (STAAR, TELPAS, EOC)	Principals Parental Educator	Local Funds Title I Funds	Invite Agenda Assessment Brochures Copier	September 2020 -August 2020	Sign-in Sheets Invites Agendas Minutes Testing Brochure Power-Point	Parent Surveys Monthly Attendance Summary	STAAR Results Participation Performance	Title I-#2,#6
Parent presentations will be conducted on test/tips reminders	Parental Educators	Local Funds Title I Funds	Invite Agenda Power-Point Topic Copier	September 2020 -August 2020	Sign-in Sheets Telephone Logs Invites Agendas Minutes	Parent Surveys	STAAR Results Participation Performance	Title I-#2, #4, #10
Parent training meetings will be held at our Campus and Parent Community Education Services	Principals Parental Educators Community Partners	Local Funds Title I Funds	Computer Copier PRE-GED GED ESL, Books, Work Sheet Office Supplies	September 2020 -August 2020	Sign-in Sheets Telephone Logs Invites Agendas Minutes	Monthly Attendance Summary	STAAR Attendance Summary	Title I-#1,#6
Our staff will attend National, State and Local conferences to be able to present to our teachers	Principals Parental Educators	Local Funds Title I Funds	Pamphlets Brochures Agendas Conference Schedule	September 2020 -August 2020	Agendas Sign-In Sheets	Parent Surveys	STAAR Results Participation Performance	Title I-#2,#4

District Goal 5: Family and Community Engagement

Objective 2:   PSJA Thomas Jefferson T-STEM Early College High School will offer tutoring programs that support students taking assessments.

Strategies and Action Steps	Person(s) Responsible	Funding Resources	Materials/ Resources	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Campus will receive support in increasing their tutorial academics via telephone contacts, etc.	Parental Educators Parental Volunteers	Local Funds Title I Funds	Tutorial Fliers Telephone Logs School Messenger	September 2020 -August 2020	Sign-in Sheets Telephone Logs Attendance Logs	Parent Surveys	STAAR Increase in Participation and Performance	Title I-#2, #9
Campus tutorials will be provided by community/college/high school students for At-Risk students focused on assessment personal growth.	Principals Volunteers Hired Volunteers	Local Funds Title I Funds	Educational Materials and Technology Equipment	September 2020 -August 2020	Sign-in Sheets Attendance logs	Monthly Attendance Summary Academic Growth	STAAR Increase in Participation and Performance	Title I-#2,#9

District Goal 5: Family and Community Engagement

Objective 3:   PSJA Thomas Jefferson T-STEM Early College High School will provide opportunities for our students to participate in community service projects.

Strategies and Action Steps	Person(s) Responsible	Funding Resources	Materials/ Resources	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Adult volunteer services program will be provided to support all students at all grade levels.	Campus Administrator, Parental Educators	Local Funds, Title I Funds	Registration Forms, Educational Material, Technology Equipment	September 2020 - August 2020	Volunteer Sign-In Card	Tally of Volunteer Hours	STAAR Increase Participation and Performance	Title I- #6
Community service projects will be provided to increase parent/student projects	Campus Administrator, Parental Educators	Local Funds, Title I Funds	Registration Forms, Educational Material, Technology Equipment	September 2020- August 2020	Community Service Projects Sign in Sheets	Tally of Volunteer Hours	STAAR Increase Participation and Performance	Title I- #6
Community service projects will be partnered with organizations to engage students in community projects.	Community Personnel Campus Administrator, Parental Educators, Social Worker	Local Funds, Title I Funds	Registration Forms, Educational Material, Technology Equipment	September 2020- August 2020	Registration Forms, Projects Participation Forms	Tally of Volunteer Hours On a Monthly Basis	STAAR Increase Participation and Performance	Title I- #10
Establish partnerships within the community to provide resources and support for schools.	Community Personnel Campus Administrator, Parental Educators,	Title I, IV Local Funds	Memorandum of understanding, Registration Forms, Educational Material, Technology Equipment	August 2020- August 2020	Registration Forms, Projects Participation Forms	Tally of Volunteer Hours On a Monthly Basis	STAAR Increase Participation and Performance	Title 1:#6

District Goal 5: Family and Community Engagement

Objective 4: PSJA Thomas Jefferson T-STEM Early College High School will increase parental engagement.

Strategies and Action Steps	Person(s) Responsible	Funding Resources	Material/ Resources	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Our campus will host more than one parent meeting per month.	School Administrator, Parental Educators	Local Funds, Title I Funds	Fliers, Registration Forms, Reading Material, Agendas, Sign-In-Sheets	September 2020- August 2020	Parent Surveys	Attendance	Increased Parent Attendance STAAR Participation and Performance	Title I- #6
Collaboration amongst parent educators and site managers to increase parental engagement participation	Site Manager, Parental Educators	Local Funds, Title I Funds	Fliers, Registration F orms, Sign-In-Sheets	September 2020- August 2020	Sign-In-Sheets	Monthly Reports	STAAR Participation and Performance	Title I-#6
Maintain parent participation data and create strategies to promote parental engagement.	School Administrator, Parental Educators	Local Funds, Title I Funds	Action Plan, Data Charts	September 2020- August 2020	Sign-in Sheets	Monthly Reports	STAAR Participation and Performance	Title I- #6

District Goal 5: Family and Community Engagement

Objective 5:   PSJA Thomas Jefferson T-STEM Early College High School will increase participation in adult programs.

Strategies and Action Steps	Person(s) Responsible	Budget	Materials/ Resources	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Numerous adult literacy opportunities for parents will be available each year.	Parental Educators	Local Funds, Title I Funds	Statistic Charts District Creative Brochures, Region I, STC Computers	September 2020- August 2020	Program Certificates, Attendance Rosters	Course Completion	STAAR Participation and Performance	Title I- #6, #10
Parent Community Education Centers will be accessible to parents.	Parental Educators,	Local Funds, Title I Funds	Facilities, Furniture and Fixtures	September 2020- August 2020	Attendance Rosters	Course Completion	STAAR Participation and Performance	Title I- #6, #10
Flexible schedules during the day, evening, and Saturdays will be considered to recruit parents.	Parental Educators	Local Funds, Title I Funds	Parent Registration Forms	September 2020- August 2020	Registration Forms	Course Completion	STAAR Participation and Performance	Title I- #6, #10
A college awareness orientation for parents will be held at our camous	Parental Educators, Counselors	Local Funds, Title I Funds	College Presenters from local colleges	September 2020- August 2020	Sign in sheets	Session Attendance	STAAR Participation and Performance	Title I- #6, #10

District Goal 6: Increase & Improve Technology

Objective 1: PSJA Thomas Jefferson T-STEM Early College High School will provide on-going support for the implementation/integration of technology into the curriculum.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Financial and physical resource support will be provided for instructional and non-instructional staff through Technology Integration Academies to effectively integrate technology into the curriculum.	Campus Principals, Dean of Instruction, CIT	Instructional Technology Staff and various state, federal, and local budgets, Title II, IV	2020-2020 School Year	Increased number of teachers and students using technology Increase in the number of participant in technology trainings Results of Technology Integration Surveys	Increased student scores.	Budget reviews and monthly campus visits with principals	Title I - # 9, 10
Resources and support will be provided for Campus Instructional Technologists to work directly with teachers to integrate technology into curriculum.	Campus Principals, Dean of Instruction, CIT	Software, hardware, and professional development, Title I Funds, State Comp Funds	2020-2020 School Year	Increased technology training sessions 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 I - # 9, 10
We will provide information about the adult literacy and technology application skills training to parents via the Parental Involvement Department. Integrate Atomic Learning into the Parental Engagement Program.	Campus Principals, Dean of Instruction, CIT, Teachers	Software, hardware, and professional development, Title I	2020-2020 School Year	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 I - # 6

District Goal 6: Increase & Improve Technology

Objective 1:   PSJA Thomas Jefferson T-STEM Early College High School will provide on-going support for the implementation/integration of technology into the curriculum.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The campus will provide technology resources (online Accelerated Reading Software, Read 180, Systems 44, to facilitate reading development for all students.	Campus Principals, Dean of Instruction, CIT	Title I, SCE 166, Local 199 Accelerated Reader Software, adequate bandwidth, and adequate hardware Read-Write Program	Sept. 2020-August 2020	AR reports from schools. Progress Reports from each of the programs	Improved scores in reading	Increase in the participation and scores on the AR program	Title I- # 3, 9, 10
The campus will provide the delivery of online library/research resources (Destiny Online, Office 365) to facilitate the integration of these resources in the classroom. All district users will be trained on MackinVia which will facilitate the location of these online resources. These resources will be available in the classroom and at home for all students.	Campus Principals, Dean of Instruction, CIT, Librarian	Destiny Software, Library Media COOP Resources, adequate bandwidth, and adequate hardware, Microsoft Office 365	Sept. 2020-August 2020	Usage reports from the Destiny system and Office 365.	Increase in the number of students using the Destiny system.	Review of Destiny Reports	Title I- # 3, 9, 10

District Goal 6: Increase & Improve Technology

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School will identify and apply strategies for supporting the use and integration of technology in all classroom settings.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The technology and core curriculum content will have common essential knowledge and skills will be identified so as to establish correlation guides between curriculum and technology content.	Campus Princpals, CIT	Core content curriculum resources. Learning.com resources. State guidelines for required technology courses.	August 2020- August 2020	1.Time lines for core curriculum areas 2.Scope and sequence for core curriculum areas 3. Teacher lesson plans with integrated technology skills 4. Reports from the online Technology Applications Curriculum System.	Gains in the Texas Campus Star Charts	Ongoing review of the district course offerings and alignment with state course requirements.	Title I - # 1, 10
The campus will train teachers on lesson plans that are aligned with the core content curriculum and that are integrated with technology. A SharePoint repository of lessons showcasing technology integration will be setup for teachers.	Campus Principals, Dean of Instruction, CIT	Core content curriculum res ources. Learning.com	August 2020- August 2020	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 I - # 3, 10
The campus will mandate that all teachers dedicate at least 30 minutes a week for TA Applications TEKS instruction (learning.com)	Campus Principals, Dean of Instruction, CIT	Learning.com, Instructional Technology Labs	Sept. 2020- August 2020	LAB usage logs	Increased scores in student achievement in EOC Higher TA 8th Grade Scores	8th Grade Technology Applications Test	Title I - #9,10

District Goal 6: Technology

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School will identify and apply strategies for supporting the use and integration of technology in all classroom settings.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
25 Technology enrichment camps (Technology Applications /Microsoft Academy, Computer Coding/Programming) will be hosted during May of 2020. The district will also offer computer education classes to parents via the district's Parental Involvement Program. Summer of 2020 Summer Technology Academies for teachers and administrators during June 2020.	Campus Principals, CIT	Hardware, software And Technology Applications Instructors.	2020-2020 School Year, summer 2020	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.	Survey results from Summer Camp Participants	Title I- # 3, 4
The campus will establish Technology Clubs. These clubs will assist the campus administration in organizing and hosting/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.	Campus Principals, CIT	Hardware, software, and other technology resources	Spring of 2020 Campuses will have at least one technology fair a year. By 2020, the district will designate a PSJA Technology Day.	Computer fair schedules, pictures and articles on the computer fairs. Student and teacher evaluations of the events.	Increased use of technology by students and teachers.	Sign in sheets, club rosters	Title I - # 3, 10

District Goal 6: Technology

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School will identify and apply strategies for supporting the use and integration of technology in all classroom settings.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The campus will utilize Imagine Math, IStation, Read/Write, Imagine Learning, Compass Learning, Read 180, Learning.com, Study Island, GradPoint< EduSmart and Apex to support computer assisted instruction in labs and distributed settings.	Campus Principals, CIT	Title, I, SCE, State Bilingual	Sept.2020-August 2020	Campus visits to computer labs by Instructional Technology Staff. Program 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 (increase STAAR/EOC scores).	Increased scores in student achievement (higher STAAR/EOC scores). Higher TA 8th Grade Scores	8th Grade Technology Applications Test	Title I - # 9,10

District Goal 6: Technology

Objective 3: PSJA Thomas Jefferson T-STEM Early College High School will maintain and update Intranet and Internet capabilities at our campus to enhance student learning.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Departments will use the district's Share Point site to collaborate with other departments and with teachers.	Campus Principals, CLL,CIT	District website, share point/intranet site	June 2020	online campus and classroom web sites	Increased teacher collaboration on curriculum, business and administrative projects.		Title I- # 9
A campus website will be updated as a resource for instruction and a tool for school to community communication.	Campus Principals, CLL,CIT	District website, Living Tree, and district Intranet	2020-2020	Teacher lesson plans Student feedback Community feedback Web site usage reports.	Increased teacher collaboration on curriculum projects.	Web site visit reports	Title I - # 6, 9, 10

District Goal 6: Increase & Improve Technology

Objective 3: PSJA Thomas Jefferson T-STEM Early College High School will maintain and update Intranet and Internet capabilities at our campus to enhance student learning and create an environment conducive to state & national testing.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Teachers will receive training on new internet resources and online initiatives every year because these resources are constantly changing. Students will use computers to test for STAAR, TSI, TELPAS Students use email and onedrive We will implement the BYOD Initiative to utilize Internet resources to enhance student learning. Computer Inventory counts/age of computer To computer ratio will be kept constant and at a desirable level. Number of computers that are removed from inventory Title I - # 1,9,10	Dean of Instruction CLL, CIT	Learning.com, Atomic Learning, and other online resources.	September 2020- June 2020	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).	Replace and maintain computers every 3 years Mobile Labs – 1 for every classroom Winbooks – a class set for every classroom Replace outdated promethean boards with new Interactive Flat Panels Open an additional lab for students to conform to future testing environment	Title I - # 2, 9, 10

District Goal 6: Increase the use of Technology

Objective 4: PSJA Thomas Jefferson T-STEM Early College High School will maintain and replace the instructional lab computers every three years to maintain the highest level of instruction.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	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 years.	Campus Principals, CIT	Local Technology Budget, and hardware	August 2020-- August 2020	Computer Inventory	All lab computers will be under warranty as long as they are in a lab setting.	CIT Inventory	Title I - #1,9,10
Decrease in campus instructional computers due to the end-of-life obsolescence plan, the campus will purchase a set number of computers/laptops every year.	Principals, Dean of Instruction CLL, CIT	Local campus budgets Title I	August 2020- August 2020	Computer Inventory counts/age of computer	To computer ratio will be kept constant and at a desirable level.	Number of computers that are removed from inventory CIT	Title I - # 1,9,10

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components

District Goal 7: Create a Safe & Positive School Culture and Climate.

Objective 1: PSJA Thomas Jefferson T-STEM Early College High School will apply discipline protocols consistently and fairly throughout our campus.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Training for teachers on student behavior interventions, de-escalation, restorative practices, camera security system, etc.	Principals, Assistant Principals, Counselors	Local Funds	August 2020-June 2020	Agendas, Sign-In Sheets, PEIMS Discipline Data	Decrease in Behavior Intervention Forms, ISS, OSS and DAEP (Buell)	Side by side data analysis	Title 1--#10
Training for Faculty and Staff on student sexual abuse and neglect, bullying and suicide	Principals, Assistant Principals, Counselors	Local Funds	August 2020-June 2020	Sign-In Sheets, Certificates, PEIMS Discipline Data	Decrease in Behavior Intervention Forms, ISS, OSS and DAEP	Side by side data analysis	Title 1--#10
A Back on Track Committee for DAEP students returning to campus	Counselors	Local Funds, Title I	August 2020-June 2020	Sign-In Sheets, Meeting Minutes, Student Contract, PEIMS Discipline Data	Decrease in placements at DAEP (Buell)	Side by side data analysis	Title 1--#10
A Discipline Diversion Plan for first time offenders utilizing the mitigating factors at the discretion of the campus	Principals, Assistant Principals, Counselors	Local Funds, Title I, IV	August 2020-June 2020	Student Hearing Request, Diversion Plan, PEIMS Discipline Data	Decrease in placements at DAEP (Buell)	Side by side data analysis	Title 1--#10
Provide alternatives to out of school suspensions for all students	Principal, Assistant Principals, Counselors	Local Funds	August 2020-June 2020	PEIMS Discipline Data, Performance-Based Monitoring Analysis System(PBMAS)	Decrease in discipline referrals, ISS, OSS and DAEP	Side by side data analysis	Title 1-#10
Implementation of schoolwide positive behavior interventions and supports	Campus Principals, Counselors, Behavior Strategists	Title I, IV, SpEd 162	August 2020-June 2020	PEIMS Discipline Data, Performance-Based Monitoring Analysis System(PBMAS	Decrease in discipline referrals, ISS, OSS and DAE	Side by side data analysis	Title 1: #10

| District Goal 7: Create a Safe School Culture and Climate. |

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School 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	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Students with individual needs will receive assistance (medical, dental, vision and hearing services) Action Steps: -coordinate with social services agencies -provide referral for services	School Nurse	-SCE and T1, SpEd 162, School based clinic NCVD, DHR, STHS, Catholic charities, Dentist who care, Kiwanis, VSP, Local Healthcare Providers	August 2020- June 2020	Assistance provided to students as needed	Health needs met	Side by side data analysis	Title 1--#10
The campus will improve the management, attendance, education and care of children with asthma through.... -Increased use of national clinical guideless for asthma by health care providers. -Improved communication between school, clinics and parents. -Ensuring that all staff is trained about asthma symptoms, triggers and resources	School Nurse	-National Asthma Education and Prevention Program -Asthma and Allergy Foundation of America -Local health care providers	August 2020- June 2020	Created 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, Asthma Action Plans	Less asthma related emergencies	Side by side data analysis	Title 1--#10
Adolescents' general well-being will be improved through increased knowledge and access to medical and mental health care through the following strategies:	School Nurse	-School based clinics -Local health care providers -Local hospitals -Title I, SCE 166	August 2020- June 2020	Live monitoring of uninsured students with dashboards by individual campus and student	Decreased percentage of student without a medical home	Side by side data analysis	Title 1--#10

District Goal 7: Create a Safe School Culture and Climate.

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School 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	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Support services will be provided including determent of bullying/emotional abuse, suicide risk through: bullying/suicide box	School Nurse, Counselors	Behavioral Centers PSJA District Counselor Emergency Procedure manual, Title IV	August 2020-June 2020	Training of PSJA employees existing and new	Successful use of actual plan implemented for emergencies	Side by side data analysis	Title 1--#10
Increase the safety of all students and staff Action Steps: -An updated Emergency Response Plan/Team -Training for staff on managing students while emergency is taking place	School Nurse, Emergency Response Team	Emergency medical services from Pharr, San Juan and Alamo	August 2020-June 2020	Drills run yearly throughout school district.	Feedback from Emergency Response Team after drill is completed, successful use of actual plan implemented for emergencies	Side by side data analysis	Title 1--#10
The campus will ensure the development of each student by: -Strengthening personal growth, self-esteem, responsible behavior, youth development and citizenship. -Encouraging the participation rate in extracurricular activities.	School Nurse, Counselors	Athletic Department LPC	August 2020-June 2020	Ongoing one to one assistance of emotional needs. Nurses develop a trusting relationship and rapport with student.	Clinic visits	Side by side data analysis	Title 1--#10

District Goal 7: Create a Safe School Culture and Climate.

Objective 2:   PSJA Thomas Jefferson T-STEM Early College High School 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	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The campus will improve the management, attendance, education, and care of children with asthma	School Nurse	National Asthma Education and Prevention Program	August 2020-June 2020	Created hotspot map of students with asthma to determine illness Asthma action plans	Decrease in asthma related emergencies	Side by side data analysis	Title 1--#10
Adolescents' general well-being will be improved through increased knowledge and access to medical and mental care	School Nurse, Counselors	School based clinics, Local health care providers, hospitals	August 2020-June 2020	Live monitoring of uninsured students in district dashboard	Decrease students without a medical home	Side by side data analysis	Title 1--#10
The campus will 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. -School Health Advisory Committee (SHAC) along with coaches will improve amount of physical activity in school setting. -Develop policies that support healthy eating and physical activities. -Become a Healthy USA School -Provide public awareness, provide educational materials and appropriate referrals.	School Nurse, Counselors, P.E. Coaches	-Child nutrition department -Coaching staff -Dietician DHR school based clinic	August 2020- June 2020	Let's get fit initiative Referrals for abnormal BMI Continue assessing and referring for Acanthosis Nigricans 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 – #10

District Goal 7: Create a Safe School Culture and Climate

Objective 2: PSJA Thomas Jefferson T-STEM Early College High School 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	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The campus will provide a school environment free of drugs and violence through: -Develop partnerships with parents to establish the responsibilities of each including resource referrals to programs that deal with pupils at risk -train students on how to develop a positive view of self and learn to use effective interpersonal skills.	Principals, Teachers, School Nurse, Counselors	-Texas Tropical Behavioral Health -Behavioral Centers -Police Departments	August 2020-June 2020	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--#10
Address the needs of the homeless students	Principals, Counselors, Social Workers	Title I	August 2020- June 2020	Referrals	Attendance Reports, Report Cards	Increased attendance, higher academic, achievement	Title I- 9 , 10

District Goal 7: Create a Safe & Positive School Culture and Climate

Objective 3: PSJA Thomas Jefferson T-STEM Early College High School will provide training for all staff on creating a safe school culture and climate.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
Daily security/safety audits will be conducted on campus	Security and Safety Department	Local Funds	August 2020-June 2020	Security Audits sent to all Principals	Decrease in security incidents	Side by side data analysis	Title 1--#10
Training will be provided for all security staff on proper confrontational management techniques, professionalism, courteous to all students and staff	Security and Safety Department	Local Funds	August 2020-June 2020	Less incidents of improper force used by security guards, security officers dress and act professionally	Decrease in security and safety incidents, and improved interactions between security guards and students	Side by side data analysis	Title 1--#10
Training will be provided for all school staff on lockdown procedures	Principals, Assistant, Principals, Security	Local Funds	August 2020-June 2020	Minimum two lock downs per campus per school year	Schools are prepared for emergency situations	Side by side data analysis	Title 1--#10
A safe and secure school environment will be provided by utilizing the ID Scanner "Raptor" System	Principals, Assistant Principals, Security guards, Office staff	Local Funds	August 2020	All visitors in the building have a Sticker Picture ID	Safer School Environment	Side by side data analysis	Title 1--# 10

District Goal 7: Create a Safe & Positive School Culture and Climate

Objective 4: PSJA Thomas Jefferson T-STEM Early College High School will monitor school attendance initiatives to ensure student academic success.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 School wide Components
A consistent admission/enrollment plan will be promoted to ensure student engagement and quality data. • Collaborate with Student Data Center to improve On-line Registration. • Implementation of Retention and Recruitment Program to ensure school choice and reduce student mobility.	Attendance Recovery Personnel School Community Liaisons Recruitment & Retention Personnel Campus Personnel,	Local Funds	August 2020- June 2020	-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 District Increased Enrollment	Ongoing Data Validation Leaver Reviews Semi-annual and Yearly Comparison Reports	Title 1--#10
Attendance/Non-attendance guidelines and Truancy Prevention Measures will be implemented at our campus that include: • Parent Notices every year. • Utilization of eSchool Messenger • Parent/Student Handbook • Staff Development • Implement and follow-up with attendance improvement timeline.	Attendance Recovery Personnel Campus Personnel	Local Funds	August 2020- June 2020	Correspondence, Emails, TEA letter, PEIMS update annual training 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--#10
Ensure implementation of Attendance and Dropout Prevention Recovery Strategies that include: • Implementation of an Attendance Recovery Program. • Campus Attendance Committee • School Attendance Prevention Measures and Truancy Procedures. • Dropout strategies to ensure ongoing prevention. • Attendance and Dropout Prevention monitoring	Attendance Recovery Personnel School Community Liaison Personnel Campus Personnel	Local Funds	August 2020- June 2020	Correspondence, Emails, District Plan, Annual Report Card Review of attendance, attendance recovery participants, minutes and completion.	Maintain attendance accountability in compliance with State Student Attendance Accounting statutes. Maintain dropout accountability measures in compliance with NCES Federal Accountability	Ongoing Data Validation District Attendance Daily, Six Weeks, Yearly Reports. Annual Report Card Ongoing Review and Monitoring of Student leavers and withdrawal compliance	Title 1--#10

District Goal 7: Create a Safe & Positive School Culture and Climate

Objective 4: PSJA Thomas Jefferson T-STEM Early College High School will monitor school attendance initiatives to ensure student academic success.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 School wide Components
Program effectiveness measures will be taken to ensure implementation of accountability measures of attendance improvement and dropout prevention. • Attendance Recovery Program monitoring weekly. • Campus Attendance and Leaver Audits every six weeks. • Campus feedback and monitor improvement. • Best practices shared for District wide school attendance improvement.	Attendance Recovery/Dropout Personnel Campus Personnel	Local Funds	August 2020- June 2020	Correspondence, Emails, TEA letter, PEIMS update annual training	eSchool Cognos Reports PEIMS end of year report Onpoint data base software	Texas Academic Report Card PBMAS District Improvement DVM Accountability	Title 1--#10
Consistent student support and administrative guidance will be provided through campus personnel to ensure student academic success. • Develop Student Attendance Behavior Intervention Plans • Provide School-Based support services • Offer existing MOU's and Community-Based Program services • Provide District level attendance recognition banners and incentives to promote student attendance.	Campus Personnel Attendance Recovery/Dropout Personnel	Local Funds	August 2020- June 2020	School Community Liaison Program Personnel eSchool Data	Increase in student achieve through EOC Improvement in student attendance and behavior Procedures manual/handbook	Community Resources Collaborative partnerships	Title 1--#10

District Goal 8: Staff Quality, Recruitment, and Retention

Objective 1: PSJA Thomas Jefferson T-STEM Early College High School will develop and retain 100% highly effective staff.

Strategies and Action Steps	Person(s) Responsible	Budget	Timelines	Evidence of Implementation	Evidence of Impact	Resources Needed	Title 1 Schoolwide Components
The campus will offer competitive salaries for Teachers, and other staff Competitive Stipends for Masters and/or certifications that support district initiatives • Teacher performance Base compensation • Opportunities for advancement • Staff morale survey	Principals, HR	Local, Fed. Funds, State Comp Funds 166	2020-2020	Greater Retention Rate of district staff Employee Loyalty	Improvement in instruction delivery Increase student achievement Increase of Performance Base and compensation Large applicant pool	Staff Retention reports Performance Base and Compensation Report	Title 1 #3 & 5
• Campus will consider unique incentives and stipends • Paying of Local Days	Principals, HR	Local Funds 199, SCE 166	On going	Staff retention	Staff retiring from district	experienced work force	Title 1 #3 & 5
A plan for teacher selection and retention will be implemented: Bilingual/ESL certified Special Education certified Core area certifications Masters degrees CTE certified Advanced placement trained	Bilingual/Special Education, CTE Department, Principals	Staffing needs projections	On going focus in spring	Staff hired High teacher retention rate Increase number of certified teachers	All classrooms have a highly effective teacher	Screen applicants for best candidates	Title 1 #3 & 5
University Student Interns will be hired that have demonstrated excellence in the classroom	Principals recommend to HR students interns that should be offered a contract	UTRGV, Texas A&M Kingsville	Fall -Spring	Hiring of Student Interns	Better adjustment for new teacher	Higher retention rate of new teachers	Title #3 & 5
Administrators will receive training on interviewing and documentation of teachers	Principal, Instructional coaching staff	Documentation handbook	August 2020-August 2020	Better selection of staff, Improvement in documenting staff	Improve teacher quality Increase student achievement	Hiring of effective teachers Appropriate documentation of staff performance	Title 1 #3 & 5

District Goal 8: Staff Quality, Recruitment, and Retention							
Objective 1: PSJA Thomas Jefferson T-STEM Early College High School will develop and retain 100% highly effective staff.							
Strategies and Action Steps	**Person(s) Responsible**	**Budget**	**Timelines**	**Evidence of Implementation**	**Evidence of Impact**	**Resources Needed**	**Title 1 Schoolwide Components**
Professional development for new teachers	Principals, Dean of Instruction, Instructional coaches	Local funds	July 2020-August 2020	Sign in sheets, Coaching logs and schedules	Increase student achievement	CBAs, benchmarks, STAAR, TELPAS, SLO's, Professional Development Goals	Title 1 #3 & 5
Instructional coaching support will be provided for the following; New teachers to profession & new teachers to the campus	Dean of Instruction, Instructional coaches, CLL	Local funds 199, Title I, II	August 2020 July 2020	Sign in sheets coaching logs and schedules	McRel teacher evaluation	CBAs, benchmarks STAAR, TELPAS	Title 1 #3 & 5
The campus will provide all new teachers with a teacher mentor	Principal, Dept. Head/Grade-level Rep., Asst. Principal	Experience teachers that have been trained as mentors.	August 2020 - August 2020	Mentor Logs	Increase in teacher satisfaction and morale Improvement in student performance	McRel Evaluation Student Academic Performance Rigor/Relevance Rubric	Title 1 #3 & 5
Instructional coaching system will be provided with on-going professional development	Instructional coaches Campus Principals	Title One Local Funds	August 2020- August 2020	Sign-In Sheets, Coaching logs, Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Effective and High Effective	McREL Mid-term and summative evaluations SLO obtainment RRR	Title 1 #3 & 5
Collaborative Instructional Review, i.e. Instructional Rounds will be provided and led by campus CLL'S & administrators	Principals, Assistant Principals, Dean, Campus Instructional Coaches	Title One Local Funds	August 2020 - August 2020	Sign-In Sheets, Coaching logs, Coaching schedules	McREL Teacher Evaluation Proficiency level increase to the Effective and Highly Effective	McREL Mid-term and summative evaluations SLO obtainment RRR	Title 1 #3 & 5