

South San Antonio Independent School District

Alan B. Shepard Middle School

2024-2025 Campus Improvement Plan



SHEPARD MIDDLE SCHOOL
COUGARS

Mission Statement

“At Shepard Middle School we cultivate an engaging environment in which all students are valued.”

Vision

“The Alan B. Shepard Community will collaborate with students, families, and each other to provide a safe learning environment and utilize high expectations in pursuit of student success.”

Core Beliefs

P-Passion

R- Respect

I- Inclusive

D- Dedicated

E-Engage

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Alan B. Shepard Middle School is the furthest west middle school campus in South San Antonio ISD with three feeder elementary schools of Armstrong, Madla and Five Palms Elementary. Shepard Middle School serves 6th through 8th grade students with a current enrollment of 460 students. Below is the enrollment broken down by race:

Enrollment w/Race & SpEd Totals TX (Entity)

Enrolled As Of: 09/11/2024			Shepard Middle School														
			White	White	Asian	Asian	Black	Black	Am Ind	Am Ind	Pac Is	Pac Is	Multi	Multi	Hisp	Hisp	IsSpEd
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Entity 042	Grade 06	150	56	66	2	0	6	2	8	5	2	2	0	1	64	70	28
Entity 042	Grade 07	155	72	67	0	2	4	4	4	0	0	0	1	1	73	68	27
Entity 042	Grade 08	155	62	81	0	0	1	3	1	4	1	0	0	2	60	84	31
Entity 042	All Grades	460	190	214	2	2	11	9	13	9	3	2	1	4	197	222	86
Total Counts by Gender:			190	214	2	2	11	9	13	9	3	2	1	4	197	222	86
Total Counts by Race:			White		Asian		Black		Amer Indian		Pacific Isl		Multiracial		Hispanic		IsSpEd
			404		4		20		22		5		5		419		86

The special populations of Shepard Middle School are below:

Special Education: 86, 18.7%

504: 28, 6.1%

Emergent Bilingual: 111, 24.1%

Demographics Strengths

The staff of Shepard Middle School are mostly veteran with several years of service on the campus. Shepard typically has minimal staff turnover. For the 2024-2025 school year, there will only be one first year teacher on campus however, this staff member previously served as a paid intern during the 2023-2024 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): The enrollment of Shepard Middle School has significantly decreased over that last 10 years. Although there has been a slight increase for the start of the 2024-2025 school year, the enrollment is still lower than it was several years ago.

Root Cause: A recent history of low performance and poor reputation has led to parents enrolling their students in nearby district or charter school.

Problem Statement 2 (Prioritized): Student attendance is inconsistent and a daily struggle.

Root Cause: Socio-economic factors, the practice of keeping students at home when a sibling is sick, keeping the student at home when the student has a doctor appointment and parents having difficulty getting their student to attend school greatly impacts the daily attendance.

Student Learning

Student Learning Summary

Below is the STAAR data for the 2023-2024 school year.

	May 2024 STAAR Reading Language Arts, Grade 6			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	147	54.42%	37.42%	10.20%
At Risk	117	52.14%	34.19%	5.98%
Currently Emergent Bilingual	34	29.41%	20.59%	5.88%
First Year of Monitoring	3	100%	100%	100%
Second Year of Monitoring	1	100%	100%	0%
Special Ed Indicator	25	24%	8%	0%
	May 2024 STAAR Mathematics, Grade 6			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	145	44.83%	13.10%	2.07%
At Risk	115	42.61%	9.57%	1.74%
Currently Emergent Bilingual	34	41.18%	14.71%	0%
First Year of Monitoring	3	100%	100%	0%
Second Year of Monitoring	1	100%	0%	0%
Special Ed Indicator	25	28%	4%	0%

	May 2024 STAAR Reading Language Arts, Grade 7			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	143	45.45%	27.97%	8.39%
At Risk	115	42.61%	23.48%	7.83%
Currently Emergent Bilingual	25	28%	12%	4%
First Year of Monitoring	4	100%	100%	50%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	24	12.50%	4.17%	4.17%
	May 2024 STAAR Mathematics, Grade 8 (7th grade)			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	141	37.59%	7.80%	0.71%
At Risk	113	30.09%	6.19%	0.88%
Currently Emergent Bilingual	23	21.74%	4.35%	4.35%
First Year of Monitoring	4	50%	25%	0%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	22	13.64%	0%	0%

	May 2024 STAAR Reading Language Arts, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	163	58.90%	28.22%	11.66%
At Risk	139	59.71%	25.18%	10.07%
Currently Emergent Bilingual	33	45.45%	18.18%	6.06%
First Year of Monitoring	1	100%	100%	100%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	25	24%	8%	0%
	Spring 2024 STAAR EOC, Algebra I (8th grade)			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	156	60.90%	14.10%	4.49%
At Risk	138	60.14%	10.87%	4.35%
Currently Emergent Bilingual	32	59.38%	0%	0%
First Year of Monitoring	1	100%	0%	0%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	25	44%	0%	0%
	May 2024 STAAR Science, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	163	47.85%	20.86%	3.68%
At Risk	139	46.04%	17.99%	3.60%
Currently Emergent Bilingual	33	36.36%	18.18%	3.03%
First Year of Monitoring	1	100%	0%	0%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	24	20.83%	0%	0%
	May 2024 STAAR Social Studies, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	164	41.46%	21.95%	7.93%
At Risk	140	40.71%	20%	6.43%
Currently Emergent Bilingual	33	33.33%	21.21%	3.03%
First Year of Monitoring	1	100%	0%	0%
Second Year of Monitoring	-	-	-	-
Special Ed Indicator	25	12%	4%	0%

Student Learning Strengths

For the 2023-2024 school year, Shepard Middle School did show significant growth in 6th grade Reading and Math STAAR and growth in 7th grade Reading STAAR. The overall predicted accountability score for Shepard increased to a 69.

Below are the growth values for all STAAR tests comparing 2023-2024 to 2022-2023.

	May 2024 STAAR Reading Language Arts, Grade 6			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	147	11.56%	14.97%	6.12%
	May 2024 STAAR Mathematics, Grade 6			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	145	4.83%	9.65%	2.07%
	May 2024 STAAR Reading Language Arts, Grade 7			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	143	1.74%	9.41%	2.40%
	May 2024 STAAR Mathematics, Grade 8 (7th grade)			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	141	-11.55%	-4.20%	-0.43%
	May 2024 STAAR Reading Language Arts, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	163	-0.65%	-0.43%	2.57%
	Spring 2024 STAAR EOC, Algebra I (8th grade)			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	156	-24.81%	-14.47%	-6.25%
	May 2024 STAAR Science, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	163	-10.02%	-2.74%	-0.30%
	May 2024 STAAR Social Studies, Grade 8			
	Total Students	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Shepard Middle School	164	-6.85%	0.04%	1.19%

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): All tested areas fall well below the state average.

Root Cause: Poor student attendance, the growing educational gap and difficulty staffing all positions with highly qualified and well performing teachers has contributed to this failure.

Problem Statement 2: Math scores for 8th grade and Algebra 1 STAAR fell significantly.

Root Cause: The transition to all 7th grade students taking the 8th grade STAAR and all 8th grade students taking the Algebra 1 STAAR was difficult with 8th grade STAAR having an 11.55% decrease in approaches and Algebra 1 STAAR having a 24.81% decrease in approaches. Shepard fell below the other two middle schools in the district for these same tests.

School Processes & Programs

School Processes & Programs Summary

Shepard Middle School teachers collaborate through PLCs, campus staff developments and planning days. All core departments have a common PLC period. Campus based Instructional Coaches meet with the core departments daily during PLCs. Teachers plan daily to ensure students are receiving effective, Tier 1 focused instruction.

For the 2024-2025 school year, Shepard is undergoing a revamped intervention program. All students receive intervention/enrichment in reading and math daily. Lessons are created to target gaps, poor performing TEKS, scaffolded instruction and to prepare students for upcoming TEKS. Lessons are created by the Instructional Coaches and the core departments. All teachers, including elective teachers, teach intervention/enrichment.

Teachers receive professional development through district professional development days, contracted specialists and district curriculum directors.

Shepard Middle School has a variety of technology to deliver instruction. All classes are stocked with laptops to ensure each student has their own device. Teachers utilize several programs for delivering instruction, reviewing data, assessing and determining Tier 2 and Tier 3 instruction,

Campus wide decisions are made through the campus leadership team which includes administration, counseling, department chairs, instructional coaches and elected teachers. Decisions, initiatives and areas needing addressing are communicated to the staff through email and staff meetings.

Extracurricular opportunities exist for students in athletics, band, dance, theatre, mariachi, e-sports and well as clubs, including student council, spirit club, NJHS, board games club, science club and writing club.

School Processes & Programs Strengths

The intervention program is being implemented with fidelity. Well written lessons are being provided and the instructional coaches work with the elective teachers to assist them with

the presentation of the lessons.

Shepard Middle School has a strong focus on Tier 1 instruction and servicing special population students including special education and emerging bilingual students.

PLC periods are being utilized to review data, plan lessons and discuss instructional strategies. The core teachers utilize this time appropriately and establish norms and expectations for PLCs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Tier 2 and Tier 3 students continue to struggle and widen their educational gap.

Root Cause: RTI process not being fully implemented, developed and understood by the teachers responsible for its implementation.

Problem Statement 2: The campus has underdeveloped systems and processes for the management of the campus, discipline, curriculum and instruction and safety.

Root Cause: The campus has undergone many changes in leadership over the last several years.

Perceptions

Perceptions Summary

Shepard Middle School encourages parent and community engagement through various events and volunteer opportunities. Parents are communicated with often through social media, mass text messaging, mass phone calls and mass emails.

Shepard is committed to changing the reputation of the campus. For the 2024-2025 school, new discipline processes were put in place, the structure of the bell schedule and processes for class and campus student management were revamped and visibility and monitoring from the campus leadership has greatly increased.

Parents are communicated with often regarding the expectations for the students and staff and the goals of the campus. Teachers focus on building up the confidence of the students and teaching the students to set expectations and goals for themselves.

Perceptions Strengths

The staff and students are committed to proving that they can be successful, can grow and can break the trend of being the lowest performing middle school in the district.

Opportunities for parent and community engagement will increase for the 2024-2025 school including expanding the fall festival to be a much larger and higher attended event, all departments will host family nights in which parents and siblings are active participants, concerts and performances have been scheduled to occur several times in the fall and spring and events have been planned in which Shepard students will go to the feeder elementary campuses in order to develop excitement for the elementary students and create strong bonds between the elementary schools and Shepard Middle School.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Parent and community engagement is lacking.

Root Cause: Limited opportunities for parent and community engagement over the last several years.

Priority Problem Statements

Problem Statement 1: The enrollment of Shepard Middle School has significantly decreased over that last 10 years. Although there has been a slight increase for the start of the 2024-2025 school year, the enrollment is still lower than it was several years ago.

Root Cause 1: A recent history of low performance and poor reputation has led to parents enrolling their students in nearby district or charter school.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Student attendance is inconsistent and a daily struggle.

Root Cause 2: Socio-economic factors, the practice of keeping students at home when a sibling is sick, keeping the student at home when the student has a doctor appointment and parents having difficulty getting their student to attend school greatly impacts the daily attendance.

Problem Statement 2 Areas: Demographics

Problem Statement 3: All tested areas fall well below the state average.

Root Cause 3: Poor student attendance, the growing educational gap and difficulty staffing all positions with highly qualified and well performing teachers has contributed to this failure.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Tier 2 and Tier 3 students continue to struggle and widen their educational gap.

Root Cause 4: RTI process not being fully implemented, developed and understood by the teachers responsible for its implementation.

Problem Statement 4 Areas: School Processes & Programs

Goals

Goal 1: Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

Performance Objective 1: For the 2024-2025 school year, passing percent on the Reading STAAR test will increase by 10% in Approaches, 10% in Meets and 10% in Masters for 6th grade; 15% in Approaches, 15% in Meets and 15% in Masters for 7th grade; and 10% in Approaches, 10% in Meets and 10% in Masters for 8th grade.

Strategy 1 Details	Reviews			
Strategy 1: The English teachers and Instructional Coach will develop rigorous lessons that are focused on Tier 1 instruction. Strategy's Expected Result/Impact: Increased student success on STAAR, report cards, campus assessments, district benchmarks. Staff Responsible for Monitoring: Administration, English teachers, Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional materials - 211 Title I, Part A, Reading Tutor - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction. Strategy's Expected Result/Impact: Student growth as determined by assessments and student goal setting. Staff Responsible for Monitoring: Administration, English teachers, Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional materials - 211 Title I, Part A, Reading tutor - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

Performance Objective 2: For the 2024-2025 school year, passing percent on the Math STAAR test will increase by 15% in Approaches, 15% in Meets and 15% in Masters for 6th grade; 20% in Approaches, 15% in Meets and 15% in Masters for 8th grade (7th grade); and 15% in Approaches, 15% in Meets and 15% in Masters for Algebra 1 (8th grade).

Strategy 1 Details	Reviews			
Strategy 1: The Math teachers and Instructional Coach will develop rigorous lessons that are focused on Tier 1 instruction. Strategy's Expected Result/Impact: Increased student success on STAAR, report cards, campus assessments, district benchmarks. Staff Responsible for Monitoring: Administration, Math teachers, Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional Materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction. Strategy's Expected Result/Impact: Student growth as determined by assessments and student goal setting. Staff Responsible for Monitoring: Administration, Math teachers, Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

Performance Objective 3: For the 2024-2025 school year, passing percent on the Science and Social Studies STAAR tests will increase by 20% in Approaches, 20% in Meets and 20% in Masters.

Strategy 1 Details	Reviews			
Strategy 1: The Science and Social Studies teachers will develop rigorous lessons that are focused on Tier 1 instruction. Strategy's Expected Result/Impact: Increased student success on STAAR, report cards, campus assessments, district benchmarks. Staff Responsible for Monitoring: Administration, Science teachers, Social Studies teachers ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional Materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: An Intervention Initiative will provide targeted intervention to all students determined by student performance, data analysis, low performing TEKS and scaffolded instruction. Strategy's Expected Result/Impact: Student growth as determined by assessments and student goal setting. Staff Responsible for Monitoring: Administration, Science teachers, Social Studies teachers, Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Shepard Middle School will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary education or career paths.

Performance Objective 4: All students will be enrolled in Career and Technical Education, Fine Arts, Athletics and technology based courses, developing post-secondary and career ready students.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will develop relevant and engaging lessons in CTE, Fine Arts, Athletics and technology course that prepares students for advancement and provides them with competitive skills. ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Instructional materials - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Shepard Middle School will recruit, develop, support and retain effective teachers, principals and other instructional staff.

Performance Objective 1: Shepard Middle School staff will receive professional development focused on meeting the needs of the students and staff.

Strategy 1 Details		Reviews			
Strategy 1: Professional development with be provided through campus based PD, district based PD, PLCs, planning days, support from Instructional Coaches and off-campus based PD (Region 20). Strategy's Expected Result/Impact: Increase in professional development will result in increase in student achievement. Staff Responsible for Monitoring: Administration, Instructional Coaches, Department Chairs ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: Professional Development funding - 211 Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 2: Shepard Middle School will recruit, develop, support and retain effective teachers, principals and other instructional staff.

Performance Objective 2: Shepard Middle School staff will receive sufficient planning time, requested instructional materials and support with students, parents and daily needs.

Strategy 1 Details	Reviews			
Strategy 1: Administration will schedule planning days as needed and schedule substitutes, will purchase materials and programs as requested and support the teachers with students, parents and needs as requested. Strategy's Expected Result/Impact: Teachers will feel supported, resulting in increased teaching performance, increased student performance and staff retention. Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: Instructional Materials - 211 Title I, Part A, Substitutes - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Shepard Middle School will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: For the 2024-2025 school year, daily attendance will increase by 3% by increasing student engagement, providing intervention to struggling students, recruiting students into extra curricular activities and providing an environment in which students feel safe, valued and happy.

Strategy 1 Details	Reviews			
Strategy 1: Conduct attendance meetings, home visits and set attendance goals with incentives for students with low daily attendance. Strategy's Expected Result/Impact: Increased attendance, reduction in referrals. Staff Responsible for Monitoring: Administration, Counselor ESF Levers: Lever 3: Positive School Culture Funding Sources: Attendance incentives - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct Student Success Team meetings with all teachers and the parents of struggling students to identify problems and determine solutions for the academic and socio-emotional wellbeing of the students. Strategy's Expected Result/Impact: Increased attendance, reduction in referrals. Staff Responsible for Monitoring: Administration, Counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Shepard Middle School will collaborate with parents and the community to ensure all students receive a high quality education.

Performance Objective 1: Parent engagement will increase, resulting in increased attendance, higher assessment performance, decreased course failures and decreased behavioral referrals.

Strategy 1 Details	Reviews			
Strategy 1: Opportunities for parent engagement will be increased to include Family Nights for each department (Math, English, Science, Social Studies, Fine Arts), Fall Fest, Cafecitos and holiday events. Strategy's Expected Result/Impact: Increased student engagement and volunteering. Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Campus Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional materials		\$0.00
1	1	1	Reading Tutor		\$0.00
1	1	2	Reading tutor		\$0.00
1	1	2	Instructional materials		\$0.00
1	2	1	Instructional Materials		\$0.00
1	2	2	Instructional materials		\$0.00
1	3	1	Instructional Materials		\$0.00
1	4	1	Instructional materials		\$0.00
2	1	1	Professional Development funding		\$0.00
2	2	1	Substitutes		\$0.00
2	2	1	Instructional Materials		\$0.00
3	1	1	Attendance incentives		\$0.00
Sub-Total					\$0.00

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Job Description for Peace Officers, Resource Officers & Security Personnel	Eugene Tovar	8/12/2024	Joel Gaines	8/12/2024