

Everman Independent School District

Charles Baxter Junior High

2019-2020 Campus Improvement Plan

Mission Statement

Everman ISD, in partnership with parents and the community, will provide innovative instructional programs for students to inspire a passion for lifelong learning, to develop responsibility and character and to achieve academic excellence and college readiness enabling them to compete in an ever-changing global community.

Vision

One Goal: One Purpose, Student Success

Core Beliefs

1. Everman ISD manifests unity of vision and mission with goals for academic achievement.
2. Educators hold high expectations for all students to achieve through academic and behavioral support.
3. Everman ISD's culture of success depends on personal responsibility and accountability.
4. Continuous improvement occurs through sustained professional/earning, collaboration among all stakeholders and ongoing leadership development.
5. The District appreciates and embraces diversity and the resulting contributions to local and global communities.
6. The district actively encourages participation from all stakeholders.

Goals




Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 1: To increase the percentage of all student groups meeting or exceeding proficiency incrementally to reach 90% success on State assessment by 2020.

Evaluation Data Source(s) 1: 90% passing rates on all State assessments

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Conduct a beginning-of-year training for new teachers on PLC expectations, and a PLC refresher training for returning teachers.	Principal Dept Chairs	Training sign-in sheets, results from end-of-year PLC teacher survey, increasing scores on assessments.			
	Funding Sources: Local - 0.00, Title I-A - 0.00				
2) Continue structured PLC time allotted for departments to meet with other grade levels; utilize TEKS Resource Guide as a planning	Principal	SAMs 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00				
3) Provide dyslexia services to eligible students.	Principal Teachers	1. Student roster Service hours 2. 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00				
4) Provide additional math, writing, science, and reading instructional time and/or resources for at-risk students.	Principal	1. Employee distribution data 2. 90% passing rates on all State assessments			
	Funding Sources: SCE - 0.00				




Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
5) Provide differentiated instruction PD for new staff and those needing additional assistance.	Principal	Training results in effective classroom instruction for all students, which is evidenced by report-card grades and standardized tests.			
Funding Sources: Local - 0.00, IDEA - 0.00					
6) Increase the utilization of sheltered instruction strategies and implement and maintain PD in all core content areas.	Principal Teachers Director of BE/ESL	Classroom walks and observations show the use sheltered instruction strategies, report card grades and standardized tests scores show progress and growth throughout the year.			
Funding Sources: Local - 0.00, Title III - 0.00					
7) Implement hands-on, collaborative learning activities all content areas.	Principal Teachers	Classroom walks and observations show hands-on, collaborative learning activities in all content areas increasing engagement. Walk-through reports will be used to measure impact.			
Funding Sources: Local - 0.00, Title I-A - 0.00					
8) Provide training for new teachers, and a refresher training for returning students in order to implement AVID strategies school-wide.	Principal AVID Coordinator Teachers	AVID strategies are observed in classroom during walk-throughs and observations. Students academic achievement levels increase throughout the school year.			
Funding Sources: Local - 0.00, Title I-A - 0.00					
9) Supply Bloom's/Costas resources with question stems to increase higher-level questioning in classrooms.	Principal Dept Chairs Teachers	Strategy is observed during walk-throughs and classroom visits.			
Funding Sources: Local - 0.00					
10) Provide targeted after school intervention for at-risk and special education students.	Principal	At-risk and special education students assessment scores will be commensurate to other students.			
Funding Sources: Title I-A - 0.00					
11) Purchase and utilize Achieve3000, a lexile and web-based reading research-based reading program.	Principal	Students lexile levels continue to grow throughout the school year.			
Funding Sources: Title I-A - 0.00					
 = Accomplished  = No Progress  = Discontinue					

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 2: To develop an assessment program that includes elements for student success in PK-12 and post secondary settings

Evaluation Data Source(s) 2: 90% passing rates on all State assessments

Summative Evaluation 2:

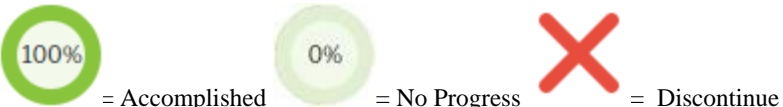
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Continue with assessments via CBAs, Checkpoint and use Eduphoria to analyze	Principal Department Heads	1. Eduphoria 2. Commensurate scores within all student groups			
Funding Sources: Local - 0.00					
2) Implement the TEKS Resource System performance indicators based on campus needs	Principal Teachers	1. PLC Meeting Discussion/PLC Collaboration Template 2. Commensurate scores within all student groups			
Funding Sources: Local - 0.00					
3) School City					
 = Accomplished  = No Progress  = Discontinue					

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 3: To develop a menu of research based interventions to meet the needs of individual students

Evaluation Data Source(s) 3: 90% passing rates on all State assessments

Summative Evaluation 3:

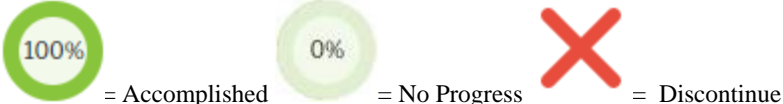
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Provide SIS teachers and assistance to provide pull-out and in class support	Principal SIS	1. Master Schedule 2. 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00, SCE - 0.00, Title I-A - 0.00, Title II-A - 0.00				
2) Purchase supplemental instructional support materials for all core subjects	Principal	1. POs 2. 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00, SCE - 0.00, Title I-A - 0.00, State Grants - 0.00				
3) Provide services to homeless students	Counselor Teachers	1. Purchase orders 2. Homeless student scores will be commensurate with all student scores			
	Funding Sources: Local - 0.00, SCE - 0.00, Title I-A - 0.00				
4) Provide tutorials to students who are not meeting academic expectations	Principal Teachers Principal Teachers	1. Pay distribution sheets 2. 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00				
					

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 4: To create a clearly articulated curriculum that is aligned with TEKS

Evaluation Data Source(s) 4: 90% passing rates on all State assessments

Summative Evaluation 4:




Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Evaluate and adjust Scope and Sequence content-wide with a focus on the TEKS	Department Chairs and teachers	1. Evident during walkthrough 2. Commensurate scores			
	Funding Sources: Local - 0.00				
2) Train over new Math TEKS	Dept Chairs Admin Staff	1. SAMs 2. Commensurate			
	Funding Sources: Title I-A - 0.00				
3) Blend social studies and Reading curriculum by hiring an instructional specialist	Admin Staff SS Dept Chair	1. PO or new curriculum 2. Commensurate			
	Funding Sources: Title I-A - 0.00				
4) Additional training for TEKS Resource System and its components(TRS)	Principal Teachers	1. PLC Meeting Discussion/PLC Collaboration Template 2. Commensurate scores within all student groups			
	Funding Sources: Local - 0.00				
					

Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

Performance Objective 5: To implement instructional technology to support student learning

Evaluation Data Source(s) 5: 90% passing rates on all STAAR tests

Summative Evaluation 5:

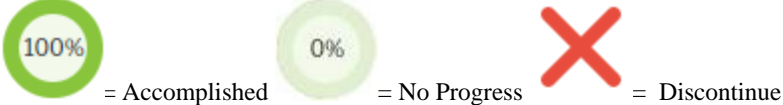
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Increased student use of technology in classrooms	Principal Tech Dept	1. Inclusion on Lesson plans Data walks 2. 50% Data Walks show evidence of student technology use			
2) Purchase additional Mobile computer labs, tablets, and mounted interactive projectors.	Principal	1. Purchase Orders Classroom and campus technology inventory 2. 5/10 Data Walks show evidence of technology integration			
3) Provide teachers additional technology integration training	Principal	1. Purchase Orders Classroom and campus technology inventory 2. 5/10 Data Walks show evidence of technology integration			
4) Use of Mastery Connect as a data collection tool	Principal	1. Purchase Orders Campus Data Analysis 2. Data Analysis Meetings			
 = Accomplished  = No Progress  = Discontinue					

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 1: To develop and maintain open lines of communication using varied methods to reach all stakeholders

Evaluation Data Source(s) 1: 4 school to parent communications monthly

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Update school websites monthly and create department websites	Dept Chairs CTCs	1. Website snapshot of updates 2. Average of 200 parents attend school events			
Funding Sources: Local - 0.00					
2) Use student take home planners to communicate with parents	Teachers	1. Parent signatures on planners 2. Average of 200 parents attend events			
Funding Sources: Local - 0.00					
3) Provide curriculum and assessment trainings for parents	Principal Dept Chairs	1. Sign-in sheets 2. Average of 200 parents attend events			
Funding Sources: Local - 0.00, Title I-A - 0.00					
4) Use call out system for general communications in English and Spanish including text and email	Principal	1. 3 call-outs by 8/25/2015 2. Average of 200 parents attend school events			
Funding Sources: Local - 0.00					
5) Offer events to have parents complete survey about school	Principal Dept Chairs	1. Sign-in sheets 2. Average of 200 parents attend events			
Funding Sources: Title I-A - 0.00, Local - 0.00					
6) Offer Pastries with Parents event monthly	Principal	1. Sign-in sheets 2. Average of 200 parents attend event			
					

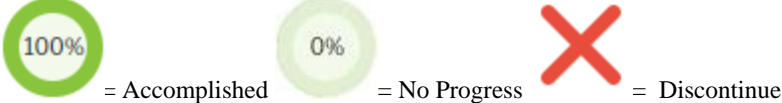
Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 2: To offer training/ learning opportunities to all EISD families and community members

Evaluation Data Source(s) 2: 3 training /learning opportunities per year

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Provide students and families with a presentation on school safety	Principal Police Dept	1. Sign-in sheets 2. Average of 200 parents attend			
	Funding Sources: Local - 0.00				
2) Provide Internet Safety training to students and parents	Principal Tech Dept CIS	1. Parent notification records Parent sign-in sheets 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00				
3) Hold at least two curriculum nights	Principal Dept Chairs	1. Parent notification records Parent sign-in sheets 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00, Title I-A - 0.00				
4) Hold College Readiness meeting for parents in English and Spanish	Principal AVID Coordinator Teachers	1. Parent notification records Parent sign-in sheets 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00				
5) Implement content area showcases	Principal Teachers	1. SAMs 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00, Title I-A - 0.00				
6) Maintain CIS to campus website	CIS	1. Website 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00				
7) Prepare health fair for families	CIS	1. Sign-in sheets 2. Average of 200 parents attend school events			
	Funding Sources: Local - 0.00				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
8) Curbside updates from CIS	CIS	1. SAMs 2. Average of 100 parents attend school events			
	Funding Sources: Local - 0.00				
9) CIS Lessons each 6 weeks	CIS	1. Sign in parent records 2. # of participants			
	Funding Sources: Local - 0.00				
 = Accomplished = No Progress = Discontinue					

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 3: To develop measures and accountability between parent, teachers, students and administration to ensure student success

Evaluation Data Source(s) 3: At least one individual parent/school meeting per year for each student

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Hold parent advisory committee sessions	Principal CLT	1. Parent notification records Parent sign-in sheets 2. Additional members added as BJHS partners			
2) Conduct initial and consultation meetings for PI plan and compact	Principal	1. Meeting Notes Sign In Sheets PI compact draft 2. Implementation of Compact			
3) Conduct PGP meetings with parents	Counselors	1. Parent notification records Parent sign-in sheets 2. 30% of PGP meetings conducted with parent in attendance			
4) Hold a minimum of 1 progress report night per semester	Principal Teachers	1. Parent notification records Parent sign-in sheets 2. 30% of parent participation during each event held			
5) Setup survey stations at parent meetings	Principal	1. Parent notification records Parent sign-in sheets 2. 30% of parent participation during each event held			

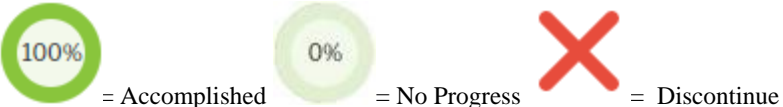
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
6) Hold a breakfast for honor roll students and their parents every six weeks	Principal	1. Parent sign-in sheets 2. Average of 200 parents attend			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 4: To develop programs and services to ensure true partnerships with parents, families, businesses, and the community that support student success as well as parent involvement and participation

Evaluation Data Source(s) 4: Increase number of parents and business partners by 2

Summative Evaluation 4:

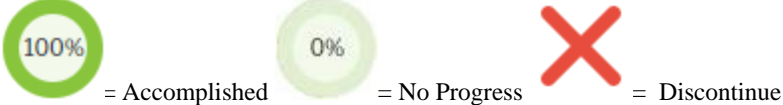
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Maintain a PTO	Principal	1. Parent sign up sheets 2. 50 PTO members			
	Funding Sources: Local - 0.00				
2) Continue to provide activities that include community providers	Principal CIS	1. Reported increase in the use of community programs and services by CIS. 2. 2 community members on SBDM			
	Funding Sources: Local - 0.00, Title I-A - 0.00				
					

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 1: To develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning

Evaluation Data Source(s) 1: Less than 550 incident responses, Less Than 50 DAEP placements

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Continue the school-wide discipline management plan (PBIS)	Principal Asst. Prin. Counselor	1. Semester review of Incident reports			
		2. Less than 550 incident responses			
Funding Sources: Local - 0.00					
2) Implement student mentor program	Principal Counselor CIS	1. Mentor feedback Student sign in sheets			
		2. Less than 550 incident responses			
Funding Sources: Local - 0.00					
3) Use Community in Schools to address student health and safety needs	Principal Counselor CIS	1. Record of student services indicating more than 100 students being served			
		2. Less than 1000 incident responses			
Funding Sources: Local - 0.00, SCE - 0.00, State Grants - 0.00					
4) Provide behavior interventions for students (PBIS)	Principal Asst. Prin. BI	1. Schedule			
		2. Less than 1000 incident responses			
Funding Sources: Local - 0.00, SCE - 0.00					
5) Continue anti-bullying campaign school-wide	Principal CIS Teachers	1. Semester review of Incident reports			
		2. Less than 20% students report bullying on survey			
Funding Sources: Local - 0.00					
					

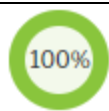
Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 2: To provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens

Evaluation Data Source(s) 2: 100 decrease in incidences as reported on PEIMS SDS 0900

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Implement the school-wide discipline management plan (PBIS)	Principal Asst. Prin.	1. Semester review of Incident reports 2. Less than 550 incident responses			
	Funding Sources: Local - 0.00				
2) Implement student mentor program	Principal Counselor	1. Mentor feedback Student sign in sheets 2. Less than 550 incident responses			
	Funding Sources: Local - 0.00				
3) Provide instructional and behavioral services to students in DAEP	Principal Teachers	1. Sign in sheets 2. DAEP scores commensurate with all student group			
	Funding Sources: Local - 0.00, SCE - 0.00				
4) Continue character education program	Principal Counselors	1. Lesson plans 2. Less than 550 incident responses			
	Funding Sources: Local - 0.00				
5) Implement a Growth Mindset education program	Principal Counselors	Lesson plans Less than 550 incident responses			
	Funding Sources: Local - 0.00				



= Accomplished



= No Progress



= Discontinue

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 3: To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention

Evaluation Data Source(s) 3: All schools will report 100% compliance with these educational programs

Summative Evaluation 3:

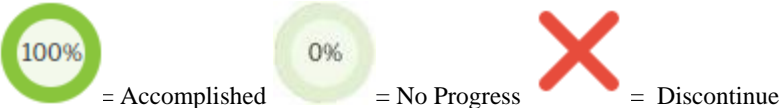
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Schedule staff meetings over discipline management and child abuse	Principal	1. Sign-in sheets Meeting agenda 2. 100% of staff attend meeting			
Funding Sources: Local - 0.00					
2) Use Community in Schools to address alcohol and drug abuse	Principal CIS	1. Sign in sheets Training information & documentation 2. Two presentations conducted			
Funding Sources: Local - 0.00, State Grants - 0.00					
3) Provide suicide prevention, conflict resolution, violence prevention including dating violence to students in need of these services	Principal Counselor CIS	1. Sign in sheets Training information and documentation 2. Less 550 incidentes			
Funding Sources: Local - 0.00					
					

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 1: To achieve a dropout rate of less than 1% for all populations

Evaluation Data Source(s) 1: Attain a 1% or less dropout rate on TAPR report for all populations

Summative Evaluation 1:

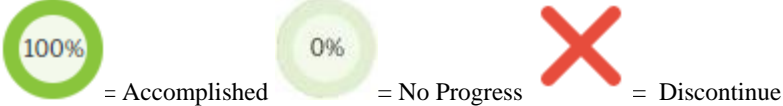
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Address the needs of at-risk students during classroom time	Dept Chairs Teachers	1. Student attendance Student activities Student work 2. 80% have passing grades in all courses			
2) Offer AVID as an elective to eligible students	Counselor Principal	1. Master Schedule Student Schedules Avid recruitment literature & documentation (Essential 4) 2. 90% have passing grades in all courses			
3) Include all interventions on PGP	Dept Chairs Teachers	1. PGP generated documentation related to interventions 2. 80% of IGPs have interventions noted, if applicable			
4) Provide at risk students w/CIS services	Principal	1. Student attendance Student activities Student work 2. CIS case load report			
					

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 2: To maintain 96% or higher attendance rate in all student populations

Evaluation Data Source(s) 2: Attain a 96% or higher attendance rate on TAPR report for all student populations

Summative Evaluation 2:

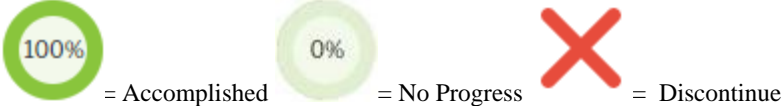
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Implement formal attendance incentive program for students	Administrator	1. Student attendance records and record of approved interventions 2. 20% reduction in student tardies			
	Funding Sources: Local - 0.00				
2) Implement formal attendance committee	Assistant Principal	1. Student attendance records and record of approved interventions 2. 20% reduction in student absences. 97% or better attendance for each grade level, every six weeks			
	Funding Sources: Local - 0.00				
3) Teacher attendance checks weekly	Assistant Principal	1. Student attendance records and record of approved interventions 2. 20% reduction in student absences. 97% or better attendance for each grade level, every six weeks			
	Funding Sources: Local - 0.00				
					

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 3: To increase communication among district stakeholders in identifying and aiding at-risk students

Evaluation Data Source(s) 3: Attain a 1% or less dropout rate on TAPR report for all populations

Summative Evaluation 3:

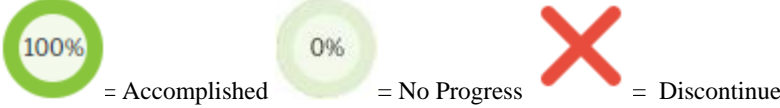
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Communicate intervention plans to parents on PGPs and at PGP meetings	Counselors	1. Parent notification records Parent sign-in sheets 2. 30% of PGP meetings conducted with parent in attendance			
2) Use student take home planners to communicate with parents	Teachers	1. Parent signatures on planners 2. Average of 100 parents attend events			
3) Use call out system for tutorial information	Principal	1. 3 call-outs 2. Average of 100 parents attend school events			
					

Goal 5: To provide and maintain facilities, including technology, in a quality, cost-effective manner

Performance Objective 1: To pursue discretionary funding through avenues such as grant writing, business/community partnerships and corporate underwriting employee

Evaluation Data Source(s) 1: Secure one discretionary grant funding source

Summative Evaluation 1:

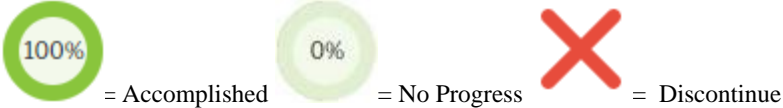
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Apply for technology grants	Principal	1. Application for 1 discretionary grant			
		2. Additional funding			
Funding Sources: State Grants - 0.00					
2) Apply for funds for student incentives	Administrator	1. Application for 1 discretionary grant			
		2. Additional funding			
Funding Sources: State Grants - 0.00					
					

Goal 5: To provide and maintain facilities, including technology, in a quality, cost-effective manner

Performance Objective 2: To effectively utilize the district's resources including budget and facilities

Evaluation Data Source(s) 2: Maintain a superior FIRST rating from TEA

Summative Evaluation 2:




Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) 1. Review budget monthly	Principal	1. Monthly review scheduled on calendar 2. Operate within specified budget constraints			
	Funding Sources: Local - 0.00, Title I-A - 0.00, Title II-A - 0.00, Title III - 0.00, IDEA - 0.00, SCE - 0.00, State Grants - 0.00				
2) 2. Implement Managed Printing Solution	Principal Teachers	1. Purchase order 2. Reduced ink and toner costs			
	Funding Sources: Local - 0.00				
					

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 1: To recruit outstanding faculty, staff and administrators

Evaluation Data Source(s) 1: Maintain 100% HQ instructional staff

Summative Evaluation 1:

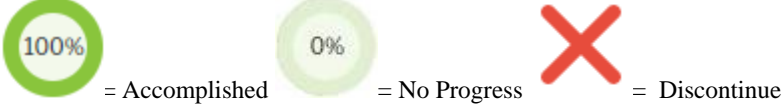
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Develop new teacher program for employees new to field of education and new to campus. Utilize Instructional Specialists as instructional coaches	Principal BLT	1. Faculty Handbook: Mentor assignments 2. 85% retention rate			
	Funding Sources: Local - 0.00, Title II-A - 0.00				
2) Offer targeted professional development in content areas through in-house PD as well as service center sessions and conferences to address student academic.	Principal	1. New teacher roster and positions filled 2. 100% fully staff			
	Funding Sources: Local - 0.00, Title II-A - 0.00				
3) Attend AVID Summer Institute	Campus administrators	1. 50% of data walks show engagement of students 2. 70% of data walks show engagement of students			
	Funding Sources: Title II-A - 0.00				
4) Attend Margaret Kilgo Training	Campus administrators	1. PLC Meeting Discussions/ Collaboration template 2. Commensurate scores within all student groups			
	Funding Sources: Title II-A - 0.00				
 = Accomplished  = No Progress  = Discontinue					

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 2: To provide the opportunity for job embedded research-based professional development for every district employee

Evaluation Data Source(s) 2: 90% passing all State assessments

Summative Evaluation 2:

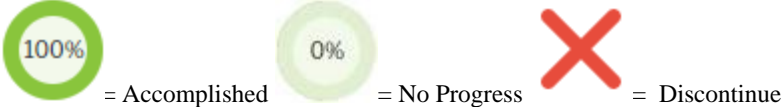
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Provide PD opportunities that address campus needs	Principal	1. PD sign in sheets Faculty meeting notes 2. Exemplary rating from TEA			
Funding Sources: Local - 0.00, Title I-A - 0.00, Title II-A - 0.00					
2) Conduct weekly PLC meetings	Principal	1. PLC sign-in sheets 2. Exemplary rating from TEA			
Funding Sources: Local - 0.00, Title II-A - 0.00, Title I-A - 0.00					
3) Purchase Swiv's so teacher can video their lesson and share with PLC's/teachers teams to analyse instruction.	Principal Assistant Principal	Improved classroom instruction as measured by Dana Center Walk-throughs and other observations.			
4) Provide expository writing training to ELA teachers.	Principal Assistant Principal	Training is implemented in ELA classrooms as measured by walk-throughs, observations and increased formative writing scores.			
Funding Sources: Title I-A - 0.00					
5) Provide opportunities for teachers/administrators to attend trainings and conferences that address the needs of at-risk students.	Principal	Conferences will provide teachers/administrators with targeted instructional strategies to improve academic achievement for at-risk students.			
					

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 3: To develop a plan to increase employee performance

Evaluation Data Source(s) 3: 90% passing all State assessments

Summative Evaluation 3:




Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Provide technology integration training	Principal Instructional Technologist Librarian	1. Record of attending and providing technology training Walk-thru records 2. 6/10 Data Walks show evidence of higher order thinking skills			
Funding Sources: Local - 0.00, Title II-A - 0.00					
2) Provide onsite PD and instructional guidance in core content areas	Principal	1. Sign in sheets Master Calendar 2. 70% passing benchmarks for students of 0-5 year teachers			
Funding Sources: Local - 0.00, SCE - 0.00, Title I-A - 0.00, Title II-A - 0.00, State Grants - 0.00					
3) . Provide PD in SIOP strategies and implementation	Principal B/ESL coordinator	1. Certificates 2. Commensurate scores of B/ESL students to all student groups			
Funding Sources: Local - 0.00, Title II-A - 0.00					
4) Apply for teacher incentive grants	Principal	1. Additional funding 2. Increase teacher attendance rate			
Funding Sources: Local - 0.00, Title II-A - 0.00					
					

Goal 6: To recruit and retain outstanding faculty, staff and administrators.

Performance Objective 4: To develop a plan to increase employee retention

rates **Evaluation Data Source(s) 4:** Turn-over rate for teachers of less

than 20% **Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	May
1) Recruiting	Director of HR	1. Career Fair Attendance 2. 12% or less turn-overrate			
	Funding Sources: Local - 0.00				
2) Implement a district wide Mentoring Program	Director of Professional and Community Develop.	1. Visitations/Workshops 2. 12% or less turn-overrate			
	Funding Sources: Title II-A - 0.00				
3) Recruit HQ bilingual teachers	Director of HR	1. 30% increase in bilingual staff applicants 2. 30% increase in bilingual staff			
	Funding Sources: Local - 0.00				
 = Accomplished  = No Progress  = Discontinue					

