

**Everman Independent School District**

**Johnson 6th Grade**

**2018-2019 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.

# Comprehensive Needs Assessment

Revised/Approved: September 26, 2018

## Needs Assessment Overview

Johnson performs a campus-wide comprehensive needs assessment in the spring of every school year. Additionally, at the first SBDM meeting of every school year the team analyzes state assessment results that the Texas Education Agency releases in August. Data analysis and disaggregation continues throughout the school year as results of formative and summative assessments are generated.

The purpose of the campus comprehensive needs assessment is to address Johnson's student performance on achievement indicators. Student achievement indicators are disaggregated by categories such as ethnicity, socioeconomic status, and populations served by special programs, including special education students.

Additionally, during the campus needs assessment meetings, the SBDM committee reviews and analyzes other appropriate measures of success such as school culture and climate, curriculum and instruction, family and community engagement, staff quality, teacher retention, technology, and professional development. The findings from the comprehensive needs assessment is used to create E. Ray's Campus Improvement Plan (CIP). The CIP is formally reviewed three times a year to assess progress in implementing the strategies and programs utilized to address campus needs.

Results of Johnson's comprehensive campus needs assessment show the following areas need to be prioritized for the 2018-2019 school year. This list of prioritized needs was determined by reviewing the data from the 2018 STAAR exams for third and fourth grades, as well as DRA, CBA, and benchmark tests for every grade level, and other sources of relevant data. The prioritized needs will be addressed through various strategies for each need listed below:

The prioritized list will be monitored and reviewed throughout the year and data will be collected and analyzed using student grades, and formative and summative scores on various assessments. Tiered groups, daily interventions and after school tutoring groups will be monitored and assessed based on student results and needs.

Johnson 6th Grade Center has identified three areas of focus for the 2018-19 school year to include:

1. Improved academic achievement and increased achievement on STAAR Tests for Special Education students.
2. Improved reading achievement as demonstrated through an increase in lexile scores for all students.
3. Increased student performance in math fluency and standards for the 2018-2019 school year.
4. Programming and resources to increase students' social emotional support Comprehensive Needs

Assessment Data Documentation

# Comprehensive Needs Assessment Data Documentation

The following data is to verify the district comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## **Student Data: Assessments**

- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Observation Survey results

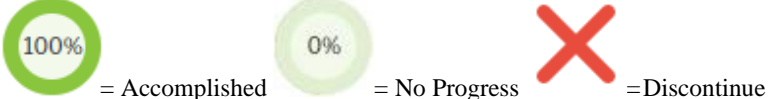
# Goals

**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 all State assessments by 2020

**Evaluation Data Source(s) 1:** 90% passing rates on all state assessments for all students, including at-risk and Special Education students.

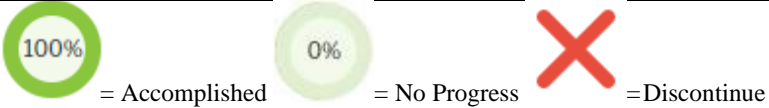
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
<p><b>Comprehensive Support Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1</p> <p>1) Continue utilizing PLC's for data disaggregation in order to assign appropriate interventions to at-risk and Special Education students.</p>	2.4, 2.6	Principal Assistant Principal	Student's scores on formative and summative assessment increase as a result of targeted interventions.			
Funding Sources: Title I-A - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Provide staff with technology integration and and content based training.</p>		Principal	SAMs certificates P.O.'s Data Walks show classroom technology usage			
Funding Sources: Local - 0.00, Title I-A - 0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Continue Reading Assist for Special Ed. Students or dyslexic students.</p>	2.4, 2.6	Principal Teachers	Progress Reports Benchmark scores increase for these student groups.			
Funding Sources: IDEA - 0.00, Title I-A - 0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>4) Continue implementation of Achieve3000, a reading program that works with students on their appropriate lexile levels for continued growth.</p>		Principal, Teachers	SAM of Training, Walkthroughs, increased lexile levels.			
Funding Sources: Title I-A - 0.00						

<b>Comprehensive Support Strategy</b> <b>Critical Success Factors</b> CSF 1 5) Close achievement gaps, including for special education students by increasing Supplemental Instructional Support.	2.4, 2.6	Principal Teachers	Close the gap by 15% on benchmarks and state assessments.			
	Funding Sources: Title I-A - 0.00, Title II-A - 0.00					
<b>Critical Success Factors</b> CSF 1 CSF 5 6) Conference with parents of students who have more than 3 or more unexcused absences.		Principal, Counselor, Asst. Principal	Parent Contact Log			
	Funding Sources: Local - 0.00					
<b>Critical Success Factors</b> CSF 6 7) Offer incentives for perfect attendance every six weeks.		Principal, Counselor, CIS	Increase student attendance to 97%			
	Funding Sources: Local - 0.00					
<b>Critical Success Factors</b> CSF 1 8) A 45 minute enrichment period at the end of the school day will be implemented. Activities will be geared toward closing achievement gaps.		Principal, Teachers	DROP time observed during walk-throughs and observations.  Increase lexile levels on formative assessments.			
	Funding Sources: Title I-A - 0.00					
<b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7 9) Provide Avid training to implement Avid strategies campus-wide.	2.4, 2.6	Principal, Assistant Principal	AVID Strategies observed during walk-throughs and observations. Strategies lead to increased students achievement.			
	Funding Sources: Title I-A - 0.00					
10) Contract with a consultant to assist the campus with the TAIS process.		Principal	Increased standardized assessment scores in low-performing sub-groups.			
	Funding Sources: Title I-A - 0.00					
11) Continue implementation of Talk Read, Talk Write, including training for new teachers.	2.4, 2.6	Principal, Assistant Principal	Talk Read, Talk Write is observed consistently in classrooms. Student assessment scores increase.			
	Funding Sources: Title I-A - 0.00					
						

**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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) All students take writing assessments during TELPAS.		Principal Teacher	Memos  25% of writing samples score a 3 or higher			
	Funding Sources: Local - 0.00					
2) All ELA teachers will be trained in scoring writing.		Principal Teacher	Certificates  25% of writing samples score a 3 or higher			
	Funding Sources: Local - 0.00					
3) Work with SPED department and feeder campuses in identifying SPED students		Principal	Memos, ARDs  Increase of STAAR scores for SPED by 15%			
	Funding Sources: Local - 0.00					
4) Utilize the Secondary Bilingual/ESD Specialist to provide resources for newcomer and LEP students.						
						

**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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide SIS staff to assist with reading and math		Principal	Employee pay distributions 80% passing CBA'S and benchmarks			
	Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00					
2) To help build strategies by offering programs and/or materials to/for students for intervention to support growth in all subjects		Principal	POs 80% passing CBAs and benchmarks			
	Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00					
3) BI will implement social/emotional learning activities, expand J6, and meet with identified students.		Principal Counselor, BI, Diagnostician, Teachers	Written criteria/ flow chart Reduction to 50 students seeing BI			
	Funding Sources: Local - 0.00					
4) Provide tutorials to students including contracting with Mathnasium.		Principal Teachers	Employee pay distributions 80% passing CBAs and benchmarks			
	Funding Sources: Title I-A - 0.00, SCE - 0.00					
5) Purchase supplemental instructional support materials including Reading Assist, and Think Through Math, AR, Fraction Nation Math, Talk Read Talk Write and other supplemental materials.		Principal	POs 90% passing rates on all State assessments			
	Funding Sources: Local - 0.00, Title I-A - 0.00, State Grants - 0.00, SCE - 0.00					
6) Evidence of implementation of Kilgo strategies in core subjects to increase engagement.		Principal Teacher	POs 4/5 of walk throughs show groups during group time			
	Funding Sources: Title I-A - 0.00					
7) Serve identified dyslexic students a minimum of 90 minutes weekly		Principal Instructional Specialist Teachers	Schedule Dyslexic student scores commensurate with all student group			
	Funding Sources: Local - 0.00					



<b>Critical Success Factors</b> <b>CSF 5</b>  8) Provide resources to support homeless students		Asst Supt for Student Services	Personnel allocation charts Purchase Orders			
	Students who receive homeless services will score commensurate with other students at mid-year assessments					
Funding Sources: Local - 0.00, SCE - 0.00, Title I-A - 0.00						
9) Purchase positive behavior management school-wide program that will be aligned to serve students seen by the BI, in ISS, and DAEP.						



= 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 4:** To create a clearly articulated curriculum that is aligned with TEKS




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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide ELA and Math Teachers with GAP Analysis Training		Principal, Instructional Specialist,	P.O.'s, Lesson Plans, CBA Scores			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
2) Continue to implement strategies to improve identification of varied text structures in expository passages.		Principal Instructional Specialist Teachers	Lesson Plans 80% passing benchmarks			
	Funding Sources: Local - 0.00					
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**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 State assessments

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Teacher training for computing resources and devices		Principal	PO			
	4/10 Data walks show classroom technology use					
Funding Sources: Local - 0.00, Title I-A - 0.00						
2) Provide ITS Learning training and support throughout the school year.						
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**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:** Average attendance to family and parental engagement activities is 150 parents.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide call-outs in English-Spanish for all school events	3.1	Principal	Call out summary 155 average parent attendance at events			
	Funding Sources: Local - 0.00					
2) Solicit parent volunteers for committees and PTO expansion.		Principal	SAM-with parent Parent identified on sign-in sheet			
	Funding Sources: Local - 0.00					
3) When parents come for a parental involvement activities in early spring, encourage them to complete the survey on campus.		Principal	Data records of completed surveys 100 parents complete parent survey			
	Funding Sources: Local - 0.00					
4) Implement a personalized positive communication program, of written messages between staff and parents regarding students.	3.1	Principal	Increased family involvement in academic activities.			
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**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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Hold annual meeting w/Open House		Principal	SAM 155 average parent attendance at events			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
2) Hold at least 3 Curriculum Nights.		Principal	SAM 155 average parent attendance at events			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
3) Conduct Fine Arts Events		Principal	SAM 155 average parent attendance at events			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
4) Provide Professional Development to teachers to build relationships with student, including CHAMPS training.		Principal Teacher	Agenda and program of events Student surveys			
	Funding Sources: Local - 0.00					
5) Counselor will facilitate parent education training at least once a semester.		Counselor	SAM 155 average parent attendance at events			
	Funding Sources: Title I-A - 0.00					
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**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

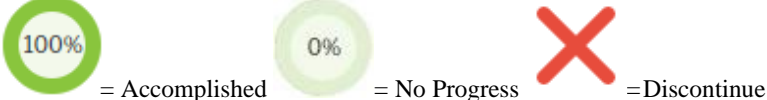
**Evaluation Data Source(s) 3:** One individualized parent teacher interaction per year

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Hold annual meeting w/Open House		Principal	SAM 200 average parent attendance at events			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
2) Conduct PI policy and compact review during Open House		Principal	SAM 200 average parent attendance at events			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
3) Schedule parent/teacher conferences before end of first semester		Principal Teachers	Conference notes 200 parents attend parent conferences; 200 conferences are held by phones			
	Funding Sources: Local - 0.00, Title I-A - 0.00					
4) Setup computer to allow parents to complete surveys as part pf a parental involvement activity.		Principal Digital Lead	Notice informing parents 100 parents complete survey			
	Funding Sources: Local - 0.00					
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**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:** 2 additional members to PTO

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Continue a community outreach to area businesses		Principal Teachers	Meeting notes			
			2 business members to PTO or 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:** 10% reduction on PEIMS 425 report

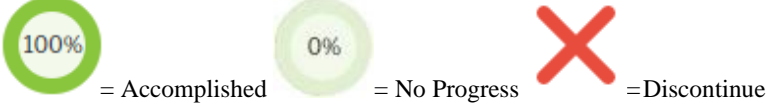
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Continue StopIt!, an anonymous reporting program for students to communicate areas of concern on campus, such as bullying.		Principal Assistant Principal	Written procedures  Less than 25% of students report feeling unsafe in restrooms			
	Funding Sources: Local - 0.00					
2) Maintain and improve behavior plan and expectations plan for all students		Principal, Assistant Principal, Counselor, BI, Diagnostician, Teachers	Written behavior expectations  Reduction to 50 students seeing BI			
	Funding Sources: Local - 0.00					
3) Continue anti-bully awareness plan		Principal, Counselor, BI, Teachers	Schedule, Lesson Plans, POs  Reduction in referrals			
	Funding Sources: Local - 0.00					
4) Bring outside speakers to address bullying and social issues, J6, Safe Haven, Sante Fe, My Daughters.		Principal, Counselor, BI, Teachers	Program, PO  Reduction in referrals			
	Funding Sources: Local - 0.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>100% = Accomplished</p> </div> <div style="text-align: center;">  <p>0% = No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						



**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:** Less than 10% report bullying incidences on survey

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Continue character education program		Teachers	Announcements 25% Reduction of discipline referrals			
	Funding Sources: Local - 0.00					
2) PBIS-continue on campus to help with discipline		Principal, Assistant Principal, BI, Teachers Counselor	Training for all staff; survey feedback 25% reduction in discipline referrals			
	Funding Sources: Local - 0.00					
						

**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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Counselor meets with students to address substance abuse, suicide prevention and violence prevention, including dating violence		Counselor	Calendar 10% reduction in bullying referrals			
	Funding Sources: Local - 0.00					
2) Schedule staff meetings to address child abuse and discipline management		Principals	Calendar 10% reduction in bullying referrals			
	Funding Sources: Local - 0.00					
3) Provide speakers on topics of gangs, violence, and conflict resolution for parents and students in English and Spanish		Principal Counselor	Calendar 10% reduction in bullying referrals			
	Funding Sources: Local - 0.00					
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**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

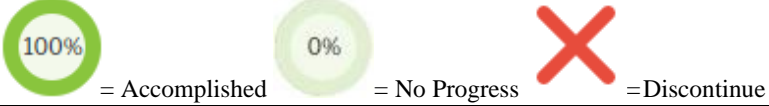
**Evaluation Data Source(s) 1:** Attain a 1% or less dropout rate on AEIS report for all populations

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide SIS staff		Principal	Employee pay distributions 80% passing CBAs and benchmarks			
	Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00					
2) Provide SIS materials		Principal	POs 80% passing CBAs and benchmarks			
	Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00					
3) Provide tutorials to students, including after school and Saturdays.		Principal	Employee pay distributions			
		Teachers	80% passing CBAs and benchmarks			
Funding Sources: Local - 0.00, Title I-A - 0.00, SCE - 0.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**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.

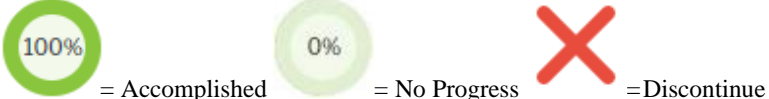
**Evaluation Data Source(s) 2:** Maintain a 96% or higher attendance rate on AEIS report for all student populations.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Attendance Clerk uses call-out system to notify parents of all absences.		Attendance Clerk	Call out summary 96% or higher attendance			
	Funding Sources: Local - 0.00					
2) Office calls home after 2 or more absences in the same week		Teachers, Asst. Principal, Principal	Call Out Summary, Phone Log, Parent Contact Sheets 96% or Higher Attendance			
	Funding Sources: Local - 0.00					
3) Home visits for 10 or more absences by Campus Leadership Team and utilize Parent Resource		Principal, Asst. Principal, Counselor	Home Visit Summary 96% or higher attd.			
	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.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Distribute list of At-Risk students by dept.		Counselor	Distributed lists 10% or fewer failing report card grades for any at-risk students			
Funding Sources: Local - 0.00						
						

**Goal 5: To provide and maintain facilities 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 1 discretionary grant funding source

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Apply for grants for books and technology		Principal	Completed application for one additional funding source One additional funding source			
	Funding Sources: Local - 0.00					
2) Apply for EISD mini-grants.		Principal	Completed application for one additional funding source One additional funding source			
	Funding Sources: Local - 0.00					
3) Apply for Donors Choose grants.		Teachers.	Completed application for one additional funding source One additional funding source			
	Funding Sources: Local - 0.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**Goal 5:** To provide and maintain facilities 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.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Request additional exterior and interior security cameras.		Principal	Written request or work ticket Less than 10% of staff reporting unsafe areas at school			
	Funding Sources: Local - 0.00					
2) Continue managed printing.		Principal	Written request or work ticket			
	Funding Sources: Local - 0.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**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

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Mentor Program		Principal HR Director	Roster Benchmark and CBA scores commensurate with all student group			
	Funding Sources: Local - 0.00					
2) As teachers leave, hire teachers to diversify faculty.		Principal	Recommend to Hire, Campus Roster			
	Funding Sources: Local - 0.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						






**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:** Less than 20% turn-over rate




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide PD on Kilgo		Principal	SAMs certificates Data Walks show student engagement or hands-on materials			
	Funding Sources: Local - 0.00, Title I-A - 0.00, Title II-A - 0.00					
2) Provide BOY training on building relationships using Teach Like a Champion.		Assistant Principal	SAMs certificates			
	Funding Sources: Local - 0.00, Title I-A - 0.00, Title II-A - 0.00					
3) Provide teacher training on increasing academic performance		Principal	SAMs certificates			
		Sp Ed Director	Benchmark and CBA scores commensurate with all student group			
Funding Sources: Local - 0.00, IDEA - 0.00, Local: SpEd - 0.00						
4) Provide teams w/writing training		Principal	SAMs certificates			
		C&I Dept.	25% of writing samples score a 3 or higher			
Funding Sources: Local - 0.00, Title I-A - 0.00, Title II-A - 0.00						
5) Provide ELA teachers w/dyslexia training		Principal	Benchmark and CBA scores commensurate with all student group			
		C&I Dept				
Funding Sources: Local - 0.00						
6) Provide Front Office Staff Customer Service Training.		Principal	SAM's Certificates			
	Funding Sources: Local - 0.00					
7) Provide Administration training on how to be an effective leader and to increase academic knowledge.		Principal	SAMs certificates, Professional Development sessions for the campus			
	Funding Sources: Local - 0.00, Title I-A - 0.00					

8) Provide Math professional development on TEKS analysis and lesson planning.		Principal, Assistant Principal	Teachers create high-yield lesson plans which incorporate TEKS in meaningful activities. Administrator observations will monitor implementation.			
Funding Sources: Title I-A - 0.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

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

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

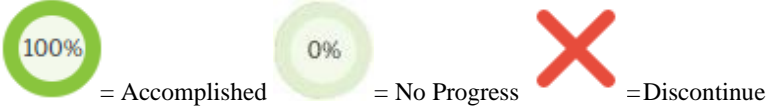
**Evaluation Data Source(s) 3:** 90% passing rates on all State assessments

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Provide ELA teachers w/dyslexia training		Principal	SAMs certificates			
		C&I Dept	Benchmark and CBA scores commensurate with all student group			
Funding Sources: Local - 0.00						
2) Provide Inclusion Teachers with training		Principal, Instructional Specialists	SAM's Certificates			
	Funding Sources: Local - 0.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

**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 15%

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	May
1) Implement mentor program district directed		Principal	Mentor sessions			
		Director of Professional Development	5% decrease in teacher turnover			
Funding Sources: Title II-A - 0.00						
						



## 2018-2019 Site Based Decision Making Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Paraprofessional	Cande Sumpter	Secretary
Administrator	Mary Preston	Principal
INSTRUCTIONAL SPECIALIST	Jennifer Batis	Instructional Support
INSTRUCTIONAL SPECIALIST	Lauri Smith	Instructional Support
Instructional Specialist	Azure Dismuke	Instructional Coach
Paraprofessional	Steven Robinson	Behavior Interventionist
Administrator	Angela Johnson	AP
Classroom Teacher	Shelia Bush	Science/S.S.
Classroom Teacher	Angelica Hernandez	Math
Classroom Teacher	Felicia Wilkerson	ELA
Parent	Alicia Brown	Parent

