



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

NEW - NEWMAN ELEMENTARY

Principal: LETICIA R. GARCIA

Assistant Principals: YVONNE GONZALEZ

Mission: We inspire our students to become responsible world citizens by providing quality teaching in a safe and nurturing learning environment where academic excellence is pursued.

**Vision: One Team-One Vision- One Goal...
Student Success**



Campus Improvement Plan

School Year: 2019-2020

NEW - NEWMAN ELEMENTARY

Table of Contents

I. District/Campus Mission Statement

II. District/Campus Goals

III. Committee Signatures

IV. Comprehensive Needs Assessment

V. Campus Improvement Plan

Goal 1 - Student Achievement

Goal 2 - Safe and Nurturing Environment

Goal 3 - Parental Involvement


Goal 4 - Highly Qualified Teachers



Campus Improvement Plan School Year: 2019-2020

NEW - NEWMAN ELEMENTARY

Committee Signatures

9/3/2019  **IRIS** Page 1

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

NEW - NEWMAN ELEMENTARY

Committee Signatures

Principal: Leticia R. Garcia

<p>Elected SBDM Teachers:</p> <ol style="list-style-type: none"> 1. Crisela Garcia <u>Crisela Garcia</u> 2. Lucila Reyes <u>Lucila Reyes</u> 3. Roberta Lopez <u>Roberta Lopez</u> 4. Gabriela Idrogo <u>Gabriela Idrogo</u> 5. Diana Carranza <u>Diana Carranza</u> 6. Leticia Moreno <u>Leticia Moreno</u> 7. Jessica Alvarez <u>Jessica Alvarez</u> <p>Elected Non-Teaching Professional:</p> <ol style="list-style-type: none"> 1. Ofilia Kirby <u>Ofilia Kirby</u> <p>Elected District Professional:</p> <ol style="list-style-type: none"> 1. Maricela Quintanilla <u>Maricela Quintanilla</u> 	<p>Community Members:</p> <p>Rene Alvarado <u>Rene Alvarado</u></p> <p>Business Members:</p> <p>Denise Kirby <u>Denise Kirby</u></p> <p>Vanessa Garcia <u>Vanessa Garcia</u></p> <p>Parents:</p> <p>Belinda Crawford <u>Belinda Crawford</u></p>
--	---



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan.

Demographics

Needs :

Reduce At-Risk student population by 5%.
Improve all student attendance.

Strategies :

Provide small group instruction to students in 1st - 5th grade by Reading Intervention Teacher and Language Acquisition Assistant.
Provide early classroom interventions for identified at-risk students.
Provide weekly attendance incentives and recognize classes with perfect attendance.
Provide attendance incentives every six weeks.
Promote daily attendance for Pre-Kinder students.

Data Sources :

I-Station Reports
Report Cards
Progress Monitoring Reports



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

Student Achievement - Reading, Math, Writing and Science

Needs :

Increase student performance in Reading, Math, Writing and Science across all grade levels.

Strategies :

Increase progress monitoring in all grade levels.
Vertical team alignment during campus staff development sessions.
District benchmarks for all students in 1st - 5th Grade.
Administer District Checkpoints.
Assign Teacher Assistants to work collaboratively with Reading Intervention Teacher.
Provide Writing Process staff development for all teachers.
Monitor Science Lab usage by all teachers.
Implement Science Tutorials for 5th Grade students.

Data Sources :

Teacher Reflections
District Benchmark Data
I-Station Reports



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

Technology

Needs :

Opportunity for students to access computers at home.
Additional in-house technology trainings.

Strategies :

Provide technology training (Gabbart) to all teachers and staff members during Staff Development Days.
Partnership with Biblio Tech which will provide students access to a technology device at home.

Data Sources :

ITT Training Agendas
Wayfind Assessment
Teacher's Class Pages



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

School Culture and Climate

Needs :

- Implement character-building curriculum by counselor.
- Implement additional PBIS strategies on campus.
- Increase number of extra-curricular activities for all students.
- Increase number of parent volunteers.

Strategies :

- Continue to promote AR Nights, Student of The Month presentations, Sports Events and parent events on campus.
- Continue to coordinate ESL Parent classes with Webb County Headstart and Laredo College.
- Recognize teachers with perfect attendance on a six weeks basis.

Data Sources :

- Parent Session Agendas
- Parent Session Sign-in sheets
- Parental Involvement Binder



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

Curriculum, Instruction and Assessment

Needs :

- Vertical alignment meetings across the grade levels.
- Progress Monitoring in Reading and Math across all grade levels.
- Increase Reading scores and performance in all grade levels.
- Expand academic vocabulary and higher order thinking skills in all grade levels.

Strategies :

- Vertical team alignment during campus staff development sessions.
- Implement academic vocabulary activities in PK - 5th Grade.
- Implement Math vocabulary activities on a daily basis for all grade levels.

Data Sources :

- Vertical Team Planning Agendas
- Lesson Plans
- Progress Monitoring Data



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

Staff Quality, Recruitment and Retention

Needs :

GT Certification of all Classroom Teachers.

Staff Development topics/sessions relevant to teacher's needs and suggestions.

Mentors for new teachers assigned to new grade levels.

Strategies :

Provide sessions that are relevant to teacher's needs - Writing Process, use of DMAC, RTI and eSped.

Effectiveness of mentoring relationships through walkthroughs and frequent feedback by mentor and administration (Ginger Tucker).

Provide opportunity for teachers to pursue GT/Bilingual certification. (30 Hour On-Line training).

Data Sources :

Staff Development Sign In Sheets

Staff Development Agendas

Walkthrough Data



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

Family and Community Involvement

Needs :

Recognition of students.
Increase awareness of STAAR strategies that can be used at home.
Parenting Skills training sessions.
Technology trainings for parents.

Strategies :

STAAR Recognition Night
Provide parent sessions during Muffins with Mom and Donuts with Dad events.
Promote Parent Festival and provide incentives to attend.
Offer hands-on technology trainings for parents.
Offer Make and Take sessions for parents to increase STAAR strategies awareness.
Parental involvement activities to bring in more parents.
Parenting skills training sessions.

Data Sources :

Parental Involvement Binder
Parent Session Agendas
Parent Session Sign-in sheets



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

NEW - NEWMAN ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan

School Context and Organization

Needs :

Increase student performance by ensuring that students understand and comply with school rules and expectations.
Improve communication with parents.

Strategies :

Continue to utilize Remind with parents.
Update School web page and Class pages.
Implement PBIS strategies on campus with all students.
Recognize student's attendance and achievements every six weeks during PE time.
Character-buiding curriculum strategies through counseling classes.

Data Sources :

PBIS Bulletin Board
Discipline Referrals Report



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Curriculum Assessment	Active Learning	Academic Performance	Reading / ELA Science	District: Make minor changes to the Tournament of Academic Champions; Replace the Science Fair with STREAM fair for the lower grades, add 3rd graders to the writing challenge, add categories to the vocabulary bee.	1 CNA	05/30/2019 PROJECTED COMP. DT 02/07/2020	Participation in and completion of event.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principals Ex. Director Elementary Coordinator	Principal Teachers	Report Cards Checkpoints Vocabulary Quizzes	STAAR Scores	

TIA COMPONENTS - SCHOOLWIDE PROGRAM

- | | |
|--|--|
| 1 CNA Comprehensive Needs Assessment | 6 SIPI Strategies to Incr. Parental Inv. |
| 2 RS Reform Strategies | 7 TRAN Transition |
| 3 IHQT Instruction by HQ Teachers | 8 TDMRA Teacher Decision-Making Reg. Assmt |
| 4 HQPD HQ Professional Development | 9 ETAS Eff & Timely Assistance to Students |
| 5 SAHQ T Strategies to Attract HQ Teachers | 10 CI Coordination and Integration |

TIA COMPONENTS - TARGETED AREA

- | | |
|---|--|
| 1 PR Use Pgm Resources to meet St stdrs | 5 IHQT Prov Instr by HQ Teachers |
| 2 SIP Incorp into School Impr Plan | 6 HQPD HQ Professional Develp |
| 3 EMIS Use Effec Methods & Instr Stra | 7 SIPI Stra to Incr Parental Involv |
| 4 REP Coord with & supp Reg Edu Pgm | 8 FSLP Coord & Int Fed St & Loc srv & Pgms |



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Curriculum Assessment	Active Learning	Academic Performance	Reading / ELA	District: Give access to all campuses to spiral assessments and data tracking sheets	1 CNA	05/30/2019 PROJECTED COMP. DT 02/01/2020	Optional participation/ DMAC reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	ALL = All Students	Principal Ex. Director Elementary Coordinator	Principal Teachers	DMAC reports	End of Year Report Cards STAAR Assessments	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Curriculum Assessment	Active Learning	Academic Performance	Reading / ELA	District: Provide co-teaching training for teaching in 3rd-5th grade.	1 CNA	05/01/2019	Co-teaching classrooms at every campus	
								PROJECTED COMP. DT		
								02/28/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	3rd - 5th Grades	Principal Ex. Director Elementary Coordinator	Principal Teachers	Sp. Ed. Benchmark Scores		End of Year Grades STAAR Scores	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Curriculum Assessment	Active Learning	Academic Performance	All Content Areas	District: Require vertical alignment meetings at least twice a semester - part of the matrix.	1 CNA	07/01/2019 PROJECTED COMP. DT 06/01/2020	Vertical alignment meetings sign-ins and agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students	Principal Classroom Teachers Ex. Director Elementary Director	Principal Teachers	Sign In Sheets	End of Year Surveys		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
5	Completion	Instruction Curriculum and Assessment Student Support	Active Learning	Academic Performance Teacher Quality Learning Time	English Reading	District: Align ESL component activities (including Listening and Speaking) embedded in scope and sequence with ELAR textbook adoption.	1 CNA	07/01/2019 PROJECTED COMP. DT 05/01/2020	Scope and Sequence, Classroom Observations, Lesson Plans	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
5	EL Students	Director for Bilingual/Dual Language	Principal Bilingual Teachers	Lesson Plans	End of Year Report Card Grades	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
6	Completion	Instruction Curriculum and Assessment Student Support	Active Learning	Academic Performance Learning Time	All Content	District: Incorporate Spanish novel studies in Dual classrooms	1 CNA	09/02/2019	DL LOTE Assessment Results/Credits Classroom observations	
	PROJECTED COMP. DT									
	05/01/2020									

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	Dual Classroom	Director for Bilingual/Dual Language	Elementary LAPICS LPAC Administrator Dual Teachers	Report Cards	End of Year Reports		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
7	Completion	Curriculum Assessment	Active Learning	Academic Performance Teacher Quality Learning Time	ELAR	District: Provide training on new ELAR TEKS and new adoption for all teachers with additional training and support provided for identified campuses based on performance,	1 CNA	08/01/2019 PROJECTED COMP. DT 05/01/2020	ERO Sign in Sheets and surveys	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
7	PK - 5th Grade Teachers	Staff Development Director Ex. Director Elem Ed Elem Coordinators Teachers	Principal Assistant Principal Teachers	Lesson Plans	End of Year Surveys	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
8	SPED	Curriculum Instruction and Assessment Student Support	Targeted Professional Development, Monitoring student progress	Teacher Quality Academic Performance	Qualified Employees	District: Provide ongoing professional development with emphasis on Reading instruction for SPED teachers and teacher assistants.	1 CNA	08/01/2019 PROJECTED COMP. DT 04/01/2020	ERO Sign In Sheets Walkthrough	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
8	SPED students	Executive Director for Special Education Elem. Director s Coordinators Principal	Principal Assistant Principal Teachers	Sign In Sheets Walkthrough	End of Year Evaluations	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
9	State Assessment	Instruction Student Support	Monitoring Student Progress	Academic Performance	Reading / ELA	Campus: Provide RTI Tier III Early Bird and Extended Day Tutorials Improve STAAR Scores	1 CNA	10/01/2019 PROJECTED COMP. DT 05/01/2020	Grading Reports, Checkpoints, Benchmark Data, STAAR Results	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
9	AR = At Risk	Principal Teachers	RTI - \$10,000.00 SCE - \$6,872.00 Title I - \$5,000.00	Checkpoints Weekly Assessments	Report Card Grades Benchmark Results STAAR		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
10	State Assessment	Curriculum Assessment	Assessment Development	Academic Performance	Reading / ELA	Campus: Monitor implementation of curriculum through Checkpoints and End Of year comprehensive assessments to assess implementation of curriculum.	1 CNA 2 CIP	08/19/2019 PROJECTED COMP. DT 06/01/2020	Walkthroughs Progress Monitoring Assessment Results	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
10	ALL = All Students	Elementary Instructional Coordinators Teachers Principal Assistant Principal	Principal Assistant Principal Teachers Bilingual (6118) \$2,272.00 Language Acquisition Teacher Assistant Title III \$24,808.60	Checkpoints Benchmark Assessments Report Card Grades	TELPAS STAAR End of Year Grades	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
11	State Assessment	System Safeguards	Data Driven Instructional Decisions	Academic Performance	Reading / ELA	Campus: Coordinate Intervention plans for small groups based on data generated as called by the Campus RTI process.	1 CNA	09/01/2019	Walkthroughs Progress Monitoring RTI	
								PROJECTED COMP. DT 05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
11	ALL = All Students	Principal Teachers Reading Intervention Teacher	Reading Intervention Teacher 1 FTE Title I \$78,820.00 SCE FTE's \$67,822.23 Title I Substitute Pull Out \$5,000.00	Checkpoints Benchmarks Report Card Grades Progress Monitoring		STAAR End of Year Report Cards	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
12	State Assessment	Curriculum Assessment	Assessment Development	Academic Performance	Reading Math Writing Science	Campus: Forde-Ferrier Resources, STAAR Master, STAAR Ready and other instructional resources and workbooks will be used to reinforce the learning process. After School Tutorials for identified EL's will be provided.	1 CNA	10/01/2019 PROJECTED COMP. DT 05/01/2020	Progress Monitoring Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
12	ALL = All Students	Principal Assistant Principal Teachers	State Bilingual Funds - \$12,267.00 SCE District Workbooks - \$ Title I \$7,919.00 (6399) Title I \$2,000.00 (6310)	Checkpoints Benchmarks Report Card Grades	STAAR		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in <u>READING STAAR</u> : All students from 82% to 85%, ELL students from 72% to 75%, SE students from 69% to 70%, Migrant students (not applicable), Dyslexia from 36% to 50%, 504 students from 56% to 60%, Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
13	State Assessment	Curriculum Assessment	Assessment Development	Academic Performance	Reading / ELA	Campus: Participate in Accelerated Reader (AR) program to improve students' reading comprehension skills. Utilize Istation Reading to reinforce Reading skills. Promote the love of books and Reading by adding additional books for the library and giving students opportunities to participate in the Accelerated Reader Program (AR).	1 CNA	09/02/2019 PROJECTED COMP. DT 05/22/2020	AR reports Progress Monitoring Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
13	ALL = All Students	Principal Teachers	Title I - Renaissance Learning Accelerated Reader Program - \$4,509.00 Title I - Istation Reading - \$10,516.00 Title I - Library Books - \$5,000.00	Accelerated Reader Reports Report Card Grades	End of Year AR Reports STAAR	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in MATH STAAR: All students from 86% to 90%. EL students from 80% to 85%, SE students from 58% to 60%. Migrant students (not applicable), 504 students from 75% to 78%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	SPED Representation	Curriculum Instruction and Assessment	Targeted Professional Development, Monitoring Student Progress	Teacher Quality Academic Performance	All Content Areas	District: Implement year round professional development on effective and routine use of on-line resources.	1 CNA	08/01/2019 PROJECTED COMP. DT 04/01/2020	ERO Sign In Sheets, Walkthroughs Campus listing of Devices in Kiosk Mode.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	SPED Students	Executive Directors for Special Education Elementary Directors SPED Directors Coordinators Principal	Principal Assistant Principal Teachers	Benchmark Scores	STAAR Scores		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in MATH STAAR: All students from 86% to 90%. EL students from 80% to 85%, SE students from 58% to 60%. Migrant students (not applicable), 504 students from 75% to 78%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Curriculum Assessment	Assessment Development	Academic Performance	Math	Campus: Implement Daily Math Vocabulary Activities	1 CNA	08/14/2019	Walkthroughs	
								PROJECTED COMP. DT		
								05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	ALL = All Students	Principal Assistant Principal Counselor Teachers	Principal Assistant Principal Counselor Classroom Teachers	Checkpoints Report Cards	Six Weeks Grades STAAR	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in MATH STAAR: All students from 86% to 90%. EL students from 80% to 85%, SE students from 58% to 60%. Migrant students (not applicable), 504 students from 75% to 78%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	State Assessment	Curriculum Assessment	Alignment – TEKS / Vertical / Horizontal	Academic Performance	Math	Campus: Continue to implement Campus Math Bees.	1 CNA	09/02/2019	Six Weeks Reports	
								PROJECTED COMP. DT		
								05/29/2020		
INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT			
3	ALL = All Students	Principal Teachers	Principal Math Bee Coordinating Teacher	Six Weeks Reports	Report Card Grades STAAR					



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in WRITING STAAR: All students from 73% to 78%. EL students from 61% to 65%. SE students from 17% to 25%. Migrant students (not applicable), 504 students from 56% to 60%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instructional Curriculum and Assessment	Rigor and Relevance	Monitoring Student Progress	Elementary	District: Provide instructional technology training quarterly providing IFP and MLD training modules	1 CNA	07/01/2019 PROJECTED COMP. DT 06/01/2020	ERO Sign in Sheets STAAR Data	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
1	ALL = All Students Elementary	CIT Director Professional Development Director School Improvement Coordinator	Principal Assistant Principal Teachers	Benchmark Scores	STAAR Results	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in WRITING STAAR: All students from 73% to 78%. EL students from 61% to 65%. SE students from 17% to 25%. Migrant students (not applicable), 504 students from 56% to 60%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Instruction	Active Learning	Academic Performance	Reading / ELA	Continue to reinforce Writing skills in K-5th Grade by integrating Project Wisdom and PBIS values.	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/29/2020	Walkthroughs Announcements	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
2	ALL = All Students	Principal Assistant Principal Counselor	Principal Assistant Principal Counselor Teachers	Checkpoints PBIS Bulletin Board	Writing STAAR	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	EL - To increase the percentage of EL students progressing 1 proficiency level from 52% to 55% and EL students attaining Advanced High Composite rating from 19% to 20%. For reclassification purposes, the percentage of students obtaining AH in listening from 23% to 26%, speaking from 21% to 25%, reading from 19% to 20%, and writing from 21% to 25%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Student Support	Targeted Professional Development (PD) with Support	Academic Performance Learning Time	All Content Areas	District: Conduct the Communities of UNITED 4 Bilingual Education (CUBE) to include community organizations in educating parents of EL students about services and practices to assist their child development in English Language Acquisition.	3 FPE	08/01/2019 PROJECTED COMP. DT 06/01/2020	Power point presentation, invitation/flyer Sign in sheet	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	Community	Director for Bilingual/Dual Language LAPICS Title III	Principal	Benchmark Scores	TELPAS Results	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal	1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal	By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective	EL - To increase the percentage of EL students progressing 1 proficiency level from 52% to 55% and EL students attaining Advanced High Composite rating from 19% to 20%. For reclassification purposes, the percentage of students obtaining AH in listening from 23% to 26%, speaking from 21% to 25%, reading from 19% to 20%, and writing from 21% to 25%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Instruction	Active Learning	Academic Performance	ELL	Campus: Accelerate Listening and Speaking skills by providing small group instruction - Language Acquisition Assistant.	1 CNA 2 CIP	09/02/2019 PROJECTED COMP. DT 05/29/2020	Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	AR = At Risk	Principal Assistant Principal Language Acquisition Asst.	Principal Assistant Principal	Logs		Six Weeks Grades TELPAS STAAR	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Federal Guidelines
Long Range Goal By the year 2020, all students eligible for Pre-Kinder will participate in transition activities.
Annual Performance Objective To increase the percentage of Pre-Kinder and 5th grade students participating in transition activities from 50% to 60%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Student Support	Extended Learning Opportunities	School Climate	Parent Involvement	Continue to promote Pre-Kinder Round-Up to assist parents and pre-school children to transition to the regular school setting.	1 CNA	03/02/2020	Sign in Sheets	
								PROJECTED COMP. DT		
								05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	PK and Kinder students	Principal Assistant Principal PK/Kinder Teachers	Principal Assistant Principal Teachers	Pre-LAS Scores		Post-LAS Scores	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Federal Guidelines
Long Range Goal By the year 2020, all students eligible for Pre-Kinder will participate in transition activities.
Annual Performance Objective To increase the percentage of Pre-Kinder and 5th grade students participating in transition activities from 50% to 60%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT		
2	Completion	Student Support	Extended Learning Opportunities	School Climate	Advanced Academics	District Initiative: Coordinate transition activities for 5th grade students going to 6th grade. Students will meet school counselors and visit Middle School during the school year.	1 CNA	04/01/2020	Sign In Sheets			
								<table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td style="text-align: center;">PROJECTED COMP. DT</td></tr> <tr><td style="text-align: center;">06/01/2020</td></tr> </table>	PROJECTED COMP. DT	06/01/2020		
PROJECTED COMP. DT												
06/01/2020												

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	5th Grade Students	Principal Teachers Counselor	Principal Counselor	Vertical Dialogues	End of Year Vertical Dialogues		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR. PBMAS. AMAO's
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of students passing all components of the Fitness Gram from 35% to 90%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Integrated / Interdisciplinary	Academic Performance	Physical Education	Campus: Maintain current trends of physical activity; to adopt a healthier lifestyle, to learn how to encourage students to participate in daily physical activity.	1 CNA	08/14/2019 PROJECTED COMP. DT 05/29/2020	Walkthrough visits	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	PE Staff Principal	Principal Assistant Principal PE Staff	Record Sheets	Assessments		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR. PBMAS. AMAO's
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of students passing all components of the Fitness Gram from 35% to 90%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Instruction	Integrated / Interdisciplinary	Academic Performance	Physical Education	Campus: Provide students with feedback of physical fitness scores as a means of encouragement and continue to strive for scores of the six components of the fitnessgram.	1 CNA	08/14/2019 PROJECTED COMP. DT 05/29/2020	Walkthrough visits	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	PE Staff Principal Assistant Principal	PE Staff Principal Assistant Principal	Record Sheets	Fitnessgram		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>SCIENCE STAAR</u> : All students from 79% to 83%, EL students from 64% to 70%, SE students from 45% to 50%, Migrant students (not applicable), 504 students from 50% to 55%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Rigorous and Relevant	Academic Performance	Science	Campus: Implement Science Club with 4th and 5th grade students and assist during Campus Super Outrageous Science Days.	1 CNA	09/02/2019 PROJECTED COMP. DT 05/29/2020	Lesson Plans Walkthroughs Assessment Results	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal Campus STEM Teachers	Principal Asst. Principal Teachers Assigned STEM Teacher	Progress Monitoring Six Weeks Assessments Checkpoints	Science STAAR	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 1 - Provide consistent quality instruction for all students.
Data Analyzed To Determine Need Campus Data Profile, Index I, TAPR, PBMAS
Long Range Goal By the year 2020, 90% of the students will reach state standard.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in <u>SCIENCE STAAR</u> : All students from 79% to 83%, EL students from 64% to 70%, SE students from 45% to 50%, Migrant students (not applicable), 504 students from 50% to 55%. Homeless students (not applicable).

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Instruction	Rigorous and Relevant	Academic Performance	Science	CAMPUS: Monitor Science Lab schedule for all teachers PK-5th Grade.	1 CNA	08/14/2019 PROJECTED COMP. DT 05/29/2020	Science Lab Schedules	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	ALL = All Students	Principal Campus STM Teachers	Principal Asst. Principal Teachers	Walkthroughs Lesson Plans Schedules	STAAR Science	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Discipline Instruction, Culture and Climate	Data Driven Decision Making Monitoring	School Climate Student Support Family and Community Engagement	Discipline Curriculum and Instruction	District Initiative: Conduct presentations on Drugs (5th), Gangs and Bullying Awareness to elementary, middle and high school students as well as parents.	3 FPE	07/01/2019 PROJECTED COMP. DT 06/01/2020	Date of session, Student/parent Sign-In sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	All students	Director for Guidance and Counseling, Discipline Management Principal Counselor	Counselor Principal Assistant Principal	Six Weeks Discipline Reports	End of Year Discipline Reports		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	School Organization	Collaborative Planning	School Safety Data Systems	Safe Schools	District Initiative: The District will practice and use Navigate in collaboration with the different departments and law enforcement agencies to enhance the Standard Response Protocol.	1 CNA	08/01/2019 PROJECTED COMP. DT 06/01/2020	Meeting Agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	All Campuses	Principal Office of Superintendent Campus SSCO CERT Teams DERT Team Risk Management Police Dept.	Principal Assistant Principal	Monthly Safety Reports	End of Year Safety Reports		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	School Organization	Collaborative Planning	School Climate	Safe Schools	District Initiative: Reunification Plan- Train all staff on Navigate and implement unification drill through the use of the app to track students, data system for drill monitoring, mapping system and drill tracker.	1 CNA	08/01/2019 PROJECTED COMP. DT 06/01/2020	PSA Presentations	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	All Campuses	Principal Office of Superintendent Police Officers	Principal Assistant Principal Teachers	Monthly Safety Reports	End of Year Safety Reports		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	School Organization	Collaborative Planning	Parent Support	Safe Schools	District Initiative: All campuses will have a universal mapping system to facilitate knowledge of campus layout, doors numbered and labeled to match the universal mapping system.	3 FPE	08/01/2019 PROJECTED COMP. DT 06/01/2020	Standard power points to be presented at all campus assemblies with parents, meet the teacher nights, etc. and videos	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students All Campuses	Principal Office of Superintendent Police Officers	Principal Assistant Principal Teachers	Monthly Safety Reports		End of Year Safety Reports	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
5	Completion	School Organization	Collaborative Planning	School Safety	Safe Schools	District Initiative: Each campus team will meet to assess and document potential threats for immediate interventions.	1 CNA	08/01/2019 PROJECTED COMP. DT 06/01/2020	Meeting Agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
5	ALL = All Students All Campuses	Principal Office of Superintendent Campus SSCO CERT Team DERT Team Risk Management Police Dept.	Principal Assistant Principal	Monthly Safety Reports	End of Year Safety Reports	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
6	Discipline Completion	Instruction Student Achievement	Data Driven Instructional Decisions	Monitoring/Student Progress	Curriculum and Instruction	District Initiative: Create Public Service Announcements on: Suicide prevention (S.O.S. - Signs of Suicide) and Attendance Laws. Increase PK parent commitment and student daily attendance for PK programs (i.e. contract, etc.)	3 FPE	07/15/2019 PROJECTED COMP. DT 06/01/2020	Student case files, Session Sign in sheets, PSA, home visit logs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	All campuses	Director for Counseling Director of Att./Dropout Attendance Officer Attendance Clerk Principal	Principal Assistant Principal Counselor	Monthly Safety Reports	End of Year Reports		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 2 - Provide safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of Campus referrals.
Long Range Goal By the year 2020, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population.
Annual Performance Objective To reduce campus discipline referrals from 2% to 1%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
7	Completion	Culture / Climate	Monitoring of Implementation (PD)	School Climate Student Support and Family and Community Engagement	Student Wellness	District Initiative: SOS Provide Parental Awareness on Suicide and Mental Health	2 CIP	07/15/2019 PROJECTED COMP. DT 06/01/2020	Date of session and parent Sign In sheets	
INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT			
7	All Campuses as needed	LSSP's and Director of Guidance and Counseling	Principal Counselor	Six Weeks Reports Referral Logs	Referral Logs					



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 3 - Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus-based parental activities sign-in rosters.
Long Range Goal By the year 2020, 90% of all students will be represented at parent activities.
Annual Performance Objective To increase the percentage of students represented at campus based parental activities from 60% to 65%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Parent Involvement	Parents / Community	Parent / Community Support Student Progress	School Climate Family Community Engagement Support	All Content Areas	Campus: Increase Parent attendance by 5% at the Parent Learning Summit by using district technology systems like messenger, email, etc. Invite parents to be part of the Family Leadership Institute.	1 CNA 3 FPE	09/02/2019 PROJECTED COMP. DT 05/01/2020	Notices/Invitations to parents. Participation by campus.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Federal Programs Executive Director, Steering Committee, Counselor Principal Assistant Principal	Title I - \$ 5,500.00 Family and Community Engagement Services Title I - \$1,500.00 Parental Involvement Supplies and Materials Title I - \$1,575.00 Parental Involvement Misc Food	Benchmark Scores	STAAR Scores		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 3 - Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus-based parental activities sign-in rosters.
Long Range Goal By the year 2020, 90% of all students will be represented at parent activities.
Annual Performance Objective To increase the percentage of students represented at campus based parental activities from 60% to 65%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Parent Involvement	Parents / Community Representation	Parent Engagement	Family / Community Engagement Support	Parent Involvement	Campus: Work with LC to continue to provide course offerings to parents that include Continuing Education, Conversational English, Digital Literacy and possible Technical Skills Training.	3 FPE	09/02/2019 PROJECTED COMP. DT 05/01/2020	Agenda of minutes with community partners	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Fed & State Prog Exec Dir, Parental Inv. Liaison, Principal, Fam. Serv. Coordinator, & LCC Cont. Ed Coordinator	Federal Director	Benchmark Scores	STAAR Scores		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 3 - Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus-based parental activities sign-in rosters.
Long Range Goal By the year 2020, 90% of all students will be represented at parent activities.
Annual Performance Objective To increase the percentage of students represented at campus based parental activities from 60% to 65%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	SPED Representation	Parents Community	Parent Engagement	Family Community Support	Parental Involvement	District: SPED Phase II - Conduct a series of parent sessions on a variety of SPED topics (guardianship, transition, instruction, behavior, communication).	3 FPE	08/01/2019	Sign in Sheets	
								PROJECTED COMP. DT		
								05/01/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	SPED Students	Executive Director for Special Education Elementary Directors Coordinators Principal	Principal Assistant Principal Counselor		Benchmark Scores	STAAR Scores	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 3 - Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus-based parental activities sign-in rosters.
Long Range Goal By the year 2020, 90% of all students will be represented at parent activities.
Annual Performance Objective To increase the percentage of students represented at campus based parental activities from 60% to 65%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Parents / Community	Parent Involvement	Family / Community Support	All Content Areas	District: Parent Engagement Modules offered at the campus level on monthly basis to create parent capacity to improve student achievement.	3 FPE	08/01/2019 PROJECTED COMP. DT 05/01/2020	Agenda Sign In Sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students	Executive Director for Federal and State Compensatory Programs Parent Engagement Liaison Principal Campus Engagement Contact	Principal Counselor		Benchmark Scores	STAAR Scores	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 4 - To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need Certification
Long Range Goal By the year 2020, all students will be taught by highly qualified teachers.
Annual Performance Objective To maintain the percentage of highly qualified teachers at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Human Resources	Teacher Quality	Teacher Quality	Qualified Employees	District Initiative: Attend Local and State Job Fairs	1 CNA	08/01/2019 PROJECTED COMP. DT 06/01/2020	Human Resources Recruitment Efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
1	Teachers	Associate Superintendent for Human Resources HR Administrators	Principal Assistant Principal Librarian Counselor	Number of Vacancies	T-TESS	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 4 - To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need Certification
Long Range Goal By the year 2020, all students will be taught by highly qualified teachers.
Annual Performance Objective To maintain the percentage of highly qualified teachers at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Human Resources	Instructional Leadership Supervision and Monitoring	Para-Professionals	Qualified Employees	District: Improve interactions of all Para Professional employees of the district with students, co-workers and parents.	1 CNA	08/01/2019 PROJECTED COMP. DT 06/01/2020	Human Resources Recruitment Efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	Para-Professional Employees	Associate Superintendent for Human Resources/HR Administrators	Principal Assistant Principal	Observations Walkthroughs	End of Year Evaluations	



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 4 - To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need Certification
Long Range Goal By the year 2020, all students will be taught by highly qualified teachers.
Annual Performance Objective To maintain the percentage of highly qualified teachers at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Administrators	Instructional Leadership Supervision and Monitoring	Teacher Quality	Quality Employees	District: Online subscription will be used to allow administrators effective use of templates to track and document campus information.	1 CNA	03/01/2020 PROJECTED COMP. DT 06/01/2020	Federal Programs Data	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	Administrators	Executive Director for Federal Programs	Principal Assistant Principal Title I - \$500.00	Observations Walkthroughs	End of Year Evaluations		



IRIS

Campus Improvement Plan 2019-2020

NEW - NEWMAN ELEMENTARY

Goal 4 - To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need Certification
Long Range Goal By the year 2020, all students will be taught by highly qualified teachers.
Annual Performance Objective To maintain the percentage of highly qualified teachers at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Instruction Curriculum and Assessment, Student Support	Targeted Professional Development (PD) with Support	Academic Performance	All Content	District: Training for teachers in Student Growth Measure and its alignment to T-TESS.	1 CNA	08/05/2019 PROJECTED COMP. DT 05/29/2020	ERO Sign In Sheets Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	Teachers	Director for Professional Development HR Representatives Principal	Principal Assistant Principal	Walkthroughs	T-TESS		