



IRIS

Campus Improvement Plan 2018-2019

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 86% to 90%, ELL students from 74% to 80%, SE students from 28% to 50%, Migrant students (not applicable), Dyslexia from 67% to 72%, 504 students from 72% to 77%, 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	Curriculum Assessment	Assessment Development	Academic Performance	Reading / ELA	CAMPUS: Monitor implementation of curriculum through Curriculum-Based Assessments (CBAs), Weekly Checkpoints and end of year comprehensive assessments to assess implementation of curriculum.	1 CNA 2 CIP	PROJECTED COMP. DT	Walk Throughs, Progress Monitoring, Assessment Results	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
1	ALL = All Students ELLs	Elementary Instructional Coordinators, Teachers, Assistant Principal, Principal	Teachers, Assistant Principal, Principal Bilingual (6118) \$ 2,272.00 Language Acquisition Teacher Assistant Title III \$ 23,142.00	Report Cards, CBAs, EOY Assessments	Report Cards, STAAR Assessments TELPAS/AMAO's results	

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 SAHQT	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



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2	State Assessment	Instruction Student Support	Monitoring Student Progress	Academic Performance	Reading / ELA	CAMPUS: Provide RTI Tier III extended day and extended week tutorials and monitor implementation of Response to Intervention (RTI) process through the creation of a district RTI team to review RTI packets	1 CNA	PROJECTED COMP. DT	Grading Reports, STAAR CBA's Benchmark	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	AR = At Risk	Teachers Assistant Principal Principal	RTI Monies: \$ 10,600.00 6118 AI \$1,440.00 Title I - \$5,738.45 Tutorials	CBA's Weekly Assessments	Report Cards State Assessment		



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3	State Assessment	System Safeguards	Data Driven Instructional Decisions	Academic Performance	Reading / ELA	CAMPUS: Individual and small group intervention plans will be developed based on data generated as called by the Campus RTI process.	1 CNA	PROJECTED COMP. DT	Walkthrough visits Progress Monitoring	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	ALL = All Students	Teacher Principal Reading Intervention Teacher	Principal Assistant Principal Teachers Reading Intervention Teacher	Weekly Assessments	Report Cards Progress Reports State Assessments		



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4	State Assessment	Curriculum Assessment	Assessment Development	Academic Performance	Reading Math Writing Science	CAMPUS: STAAR Master, STAAR Ready and other instructional resources and Workbooks will be used to facilitate the learning process. Tutorials for lower grades ELLs.	1 CNA	PROJECTED COMP. DT	Progress Monitoring	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students ELLs	Teachers Principal Assistant Principal	State Bil. funds - \$10,494.00 State Comp - \$ 120.00 4 SCE FTEs FTEs \$ 93,836.17 District Workbooks \$9,855.00 Title I \$25,185.00 6310 \$725.00 6326 \$6,214.00	Benchmark Assessments CBA's Report card grades	STAAR Assessment TELPAS		



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5	Completion	Curriculum Assessment	Active Learning	Academic Performance	Reading / ELA	District: Implement a Vocabulary Tournament at the campus level.	1 CNA	05/31/2018 PROJECTED COMP. DT 02/01/2019	Participation in and completion of event.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	ALL = All Students	Principal Executive Director, Elementary	Principal Teachers	Report Cards CBA's Vocabulary Quizzes		Tournament of Champions	



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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 READING STAAR:
 All students from 86% to 90%, ELL students from 74% to 80%, SE students from 28% to 50%, Migrant students (not applicable), Dyslexia from 67% to 72%, 504 students from 72% to 77%, Homeless students (not applicable).

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6	Completion	Curriculum Assessment	Active Learning	Academic Performance	Reading / ELA	District: Participate in all the events at the Tournament of Champions	1 CNA	05/31/2018 PROJECTED COMP. DT 02/01/2019	Participation in and completion of event	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
6	ALL = All Students	Principal Executive Director, Elementary	Principal Teachers	Walk-Throughs Report Cards CBA's Campus Tournaments	Tournament of Champions	



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7	SPED Representation	Curriculum Instruction and Assessment	Targeted Professional Development, Monitoring Student Progress	Teacher Quality Academic Performance	All Content Areas	District: Implement professional development in the effective and routine use of electronic dictionaries and text to speech.	1 CNA	08/06/2018 PROJECTED COMP. DT 03/29/2019	ERO Sign in Sheets, Walkthroughs Campus Listing of Devices in Kiosk Mode	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
7	SE = Special Education	Executive Director, Special Education Sp Ed Directors Coordinators Principal	Principal Teachers	Walkthroughs	STAAR	



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8	SPED Representation	Curriculum, Instruction and Assessment, Student Support	Targeted Professional Development, Monitoring Student Progress	Teacher Quality, Academic Performance	Qualified Employees Safe Schools	District: Implement ongoing professional development for SPED unit teacher assistants.	1 CNA	08/06/2018 PROJECTED COMP. DT 03/29/2019	ERO Sign-In Sheets, Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
8	SPED Students	Executive Director, Special Education Sp Ed Directors Coordinators Principal	Principal Teachers Teacher Assistants	Walkthroughs	End of Year Evaluations		



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9	SPED Representation	Parents / Community	Parent Involvement	Family / Community Support	Parent Involvement	District: Conduct a series of parent sessions to provide information for parents on a variety of SPED topics.	3 FPE	08/06/2018 PROJECTED COMP. DT 04/30/2019	Sign-In Sheets Agenda	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
9	SPED Students	Executive Director, Special Education Sp Ed Directors Coordinators Principal	Principal	Parent Feedback	Surveys	



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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%, ELL students from 81% to 85%, SE students from 44% to 50%, Migrant students (not applicable), 504 students from 76% to 80%. 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	Math	District: Participate in all the events at the Tournament of Champions	1 CNA	05/28/2018	Participation in and completion of event	
								PROJECTED COMP. DT 02/08/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Executive Director, Elementary Principal	Teachers Principal	Report Cards CBA's Campus Math Bees	Tournament of Champions		



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2	Completion	Curriculum Assessment	Active Learning	Academic Performance	Math	Campus: Participate in Math/Science Day activities.	1 CNA	08/15/2018	Participation in Math Day activities.	
								PROJECTED COMP. DT		
								05/31/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Principal Teachers	Principal Teachers	Walkthroughs Lesson Plans	STAAR Scores Report Cards		



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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 71% to 76%, ELL students from 55% to 65%, SE students from 30% to 50%, Migrant students (not applicable), 504 students from 58% to 65%. 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	Curriculum Assessment, Instruction	Rigor and Relevance	Academic Performance	Writing	CAMPUS: Promote PBIS/Character Trait Writing activities with all students.	1 CNA	PROJECTED COMP. DT	Written Compositions	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal Asst Principal Counselor Teachers	Principal Asst Principal	Lesson Plans Walkthroughs	STAAR Writing	



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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	Writing	District: Participate in all the events at the Tournament of Champions	1 CNA	05/28/2018	Participation in and completion of event	
								PROJECTED COMP. DT		
								02/08/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Executive Director, Elementary Principal	Teachers Principal	Walkthroughs	Tournament of Champions		



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3	Completion	Curriculum Assessment	Active Learning	Academic Performance	Writing	District: Implement a 4th Grade Writing Challenge at campus and district level	1 CNA	05/28/2018	Participation in and completion of event	
								PROJECTED COMP. DT		
								02/08/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	4th Grade Students	Executive Director, Elementary Principal	Teachers Principal	Walkthroughs	Benchmarks	STAAR	



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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 N/A to 42% and EL students attaining Advanced High Composite rating from 17% to 19%. For reclassification purposes, the percentage of students obtaining AH in listening from 24% to 26%, speaking from 10% to 15%, reading from 23% to 25%, and writing from 26% to 28%.

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: Implement the Communities of UNITED 4 Bilingual Education (CUBE) to inform the Parents, Family and Community about Best Practices to assist their child develop English Language Acquisition.	3 FPE	01/07/2019 PROJECTED COMP. DT 02/08/2019	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	Remind Messages to parents	Sign In Sheets	Surveys	



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Annual Performance Objective	EL - To increase the percentage of EL students progressing 1 proficiency level from N/A to 42% and EL students attaining Advanced High Composite rating from 17% to 19%. For reclassification purposes, the percentage of students obtaining AH in listening from 24% to 26%, speaking from 10% to 15%, reading from 23% to 25%, and writing from 26% to 28%.

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2	Completion	Instruction Curriculum and Assessment Student Support	Targeted Professional Development (PD) with Support	Academic Performance	All Content Areas	District: Implement the Listening and Speaking APPS for 1st and 2nd Grade students during ESL time.	1 CNA	09/03/2018	Classroom Observations, Grade level meetings, Sign in Sheets	
	PROJECTED COMP. DT									
								06/03/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	EL's 1st and 2nd	Director for Bilingual/Dual Language LAPICS Title III	Teachers Principal	Walkthroughs Lesson Plans	Report Cards		



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Annual Performance Objective	EL - To increase the percentage of EL students progressing 1 proficiency level from N/A to 42% and EL students attaining Advanced High Composite rating from 17% to 19%. For reclassification purposes, the percentage of students obtaining AH in listening from 24% to 26%, speaking from 10% to 15%, reading from 23% to 25%, and writing from 26% to 28%.

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3	Completion	Instruction Curriculum and Assessment	Targeted Professional Development (PD) with Support Monitoring Student Progress	Academic Performance	All Content Areas	District: Implement the Online TELPAS Readiness Assessment (OTRA) to improve the Reading Domain of the mandated State Assessment (TELPAS) for 2nd-5th grade EL's	1 CNA	09/03/2018 PROJECTED COMP. DT 06/03/2019	Assessment Calendar, DMAC, TELPAS release test	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
3	EL's 2nd-5th Bilingual Program	Director for Bilingual/Dual Language Elem LAPICS LPAC Administrator	Teachers Assistant Principal Principal	Six Weeks Tests Report Cards	TELPAS	



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4	Completion	Instruction Curriculum and Assessment, Student Support	Monitoring Student Progress	Academic Performance	Reading / ELA	District: Provide 6 chromebooks for the Language Acquisition Assistants to better service EI's as an intervention for Language Acquisition and Reading.	1 CNA	09/03/2018 PROJECTED COMP. DT 06/03/2019	Mind Play Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	EL's K - 5th Bilingual Program	Director for Bilingual/Dual Language ELEM LAPICS, LPAC Administrator, Language Acquisition Assistants	Principal Assistant Principal	Report Cards Mind Play Reports	End of Year Report Cards STAAR TELPAS	



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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%.

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1	Completion	Student Support	Extended Learning Opportunities	School Climate	Parent Involvement	District Promote Pre-Kinder Round-Up to assist parents and pre-school children to transition to the regular school setting.	1 CNA	05/01/2018	Sign in Sheets	
								PROJECTED COMP. DT		
								09/03/2018		

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	Sign in Sheets		Pre-LAS Scores	



IRIS

Campus Improvement Plan 2018-2019

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	Campus: 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	05/03/2019	Lesson Plans	
								PROJECTED COMP. DT 06/01/2019		

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



IRIS

Campus Improvement Plan 2018-2019

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	08/15/2018 PROJECTED COMP. DT 05/31/2019	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 2018-2019

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	08/15/2018	Walkthrough visits	
								PROJECTED COMP. DT 05/31/2019		

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 2018-2019

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 85%, ELL students from 70% to 76%, SE students from 25% to 40%, Migrant students (not applicable), 504 students from 64% to 70%. 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	08/20/2018 PROJECTED COMP. DT 05/31/2019	Lesson Plans Walkthroughs Assessment Results	

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



IRIS

Campus Improvement Plan 2018-2019

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 85%, ELL students from 70% to 76%, SE students from 25% to 40%, Migrant students (not applicable), 504 students from 64% to 70%. 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	08/20/2018	Science Lab Schedules	
								PROJECTED COMP. DT		
								05/31/2019		

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 2018-2019

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 85%, ELL students from 70% to 76%, SE students from 25% to 40%, Migrant students (not applicable), 504 students from 64% to 70%. 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	Science	District: Participate in all the events at the Tournament of Champions	1 CNA	05/28/2018 PROJECTED COMP. DT 02/28/2019	Participate in and completion of event	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
3	ALL = All Students	Principal Executive Director	Teachers Principal	Campus SOS Days Campus Science Fair	Tournament of Champions	



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Campus Improvement Plan 2018-2019

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 85%, ELL students from 70% to 76%, SE students from 25% to 40%, Migrant students (not applicable), 504 students from 64% to 70%. 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	Gifted and Talented Program	Curriculum/Instru	Differentiation to Meet Needs	School Climate, Student Leadership, Community Involvement	Science	District: Implement Learn, Grow, Eat, Go Curriculum for GT students	2 CIP	09/03/2018 PROJECTED COMP. DT 05/31/2019	Campus/Community Events, Student Projects	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	Gifted and Talented	Principal GT Teachers GT/AA Dept.	Teachers Principal	GT Projects Campus GT Showcase	GT Showcase	



IRIS

Campus Improvement Plan 2018-2019

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 Instructional Decisions	School Climate	Discipline Curriculum and Instruction	District Awareness sessions with Why Try Motivational Sessions, Drug, Gang Awareness and Bullying Awareness sessions for students, parents and staff.	3 FPE	07/01/2018 PROJECTED COMP. DT 06/07/2019	Date of session, Student/parent Sign-In sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	All students	Director for Counseling Principal Counselor	Counselor Principal Assistant Principal	Agendas Sign-In sheets Surveys	End of Year Discipline Reports	



IRIS

Campus Improvement Plan 2018-2019

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	Culture / Climate	Monitoring of Implementation (PD)	School Climate	Discipline	District Police Dept. - Increase metal detectors, expand security stations, Ecards for staff.	1 CNA	07/16/2018	Campus Observations and E-card training, Sign-In sheets	
								PROJECTED COMP. DT 06/07/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Chief of Police Exec. Director for Technology Principal Staff Police Officer Security	Teachers Principal Assistant Principal	Campus Observations	End of Year Safety Reports		



IRIS

Campus Improvement Plan 2018-2019

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	Culture / Climate	Monitoring of Implementation (PD)	School Climate	Student Wellness	District: Health Services - STOP the Bleeding training for nurses.	1 CNA	07/16/2018	Training - Staff Sign-In Sheets	
								PROJECTED COMP. DT		
								06/07/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	All Nurses	Director of Health Services and Nurses	Campus Nurse	Progress Monitoring Observations		End of Year Evaluation	



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Campus Improvement Plan 2018-2019

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	Discipline	Culture / Climate	Monitoring of Implementation (PD)	School Climate	Safe Schools	District: Risk Management - Standard Response Plan and Unification Procedures	1 CNA	07/16/2018	Procedures Manual for each Campus	
								PROJECTED COMP. DT 06/07/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students	Risk Management Director School Safety Officer Principal	Principal Assistant Principal	Walkthroughs Observations Progress Monitoring		End of Year Safety Reports	



IRIS

Campus Improvement Plan 2018-2019

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	Discipline Completion	Instruction	Data Driven Instructional Decisions	Monitoring Student Progress	Curriculum and Instruction	District: Create Public Service Announcements on Attendance and Awareness/Interventions strategies such as parenting sessions and attendance blitzes, law enforcement sweeps or UISD court.	3 FPE	07/16/2018	Student case files, Session Sign-in sheets, PSA, home visit logs	
								PROJECTED COMP. DT		
								06/07/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	ALL = All Students	Director of Attendance/Drop out Recovery Clerks Principal	Principal Assistant Principal	Agendas Sign-In Sheets		End of Year Reports	



IRIS

Campus Improvement Plan 2018-2019

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 4% 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	08/15/2018 PROJECTED COMP. DT 06/01/2019	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 - Part A Parental Involvement	Sign-In Sheets	Parent Feedback		



IRIS

Campus Improvement Plan 2018-2019

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	Parent Involvement	Family / Community Support	Parent Involvement	DISTRICT INITIATIVE: Offer Technology literacy to parents in the evenings at two locations (north and south)	3 FPE	08/15/2018	Agendas Sign in sheets Invitations	
								PROJECTED COMP. DT 05/31/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Fed & State Prog Exec Dir, Parental Inv. Liasion, Principal, Fam. Serv. Coordinator, & LCC Cont. Ed Coordinator	Principal Assistant Principal Teachers	Sign in sheets		Parent Summit Reports	



IRIS

Campus Improvement Plan 2018-2019

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	Parent Involvement	Parents / Community Representation	Parent Engagement	Family / Community Engagement Support	Parent Involvement	Campus: Work with LCC to provide course offerings to parents that include Continuing Education, Conversational English, Digital Literacy and possible Technical Skills Training.	3 FPE	08/15/2018 PROJECTED COMP. DT 05/24/2019	Agenda of minutes with community partners	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
3	ALL = All Students	Fed & State Prog Exec Dir, Parental Inv. Liasion, Principal, Fam. Serv. Coordinator, & LCC Cont. Ed Coordinator	Federal Director	Agenda	Completion of project	



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Campus Improvement Plan 2018-2019

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: Develop a monthly Federal Programs calendar with all district level Parent Engagement activities to share with campus.	3 FPE	08/15/2018	Sign In Sheets	
								PROJECTED COMP. DT		
								05/31/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students	Federal and State Programs Executive Director Parent Engagement Liaison Principal	Principal	Sign In Sheets Agendas	Parent Feedback	End of Year Reports	



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Campus Improvement Plan 2018-2019

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
5	Completion	Parents / Community	Parent Involvement	Family / Community Support	All Content Areas	District: Send the Title I Parent Survey as a text to parents so they can complete the survey through their phones. Explore the possibility of linking the Title I Parent Survey on Tyler.	3 FPE	08/15/2018	Sign In Sheets	
								PROJECTED COMP. DT 05/31/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	ALL = All Students	Federal and State Programs Ex. Director Parent Engagement Liaison, Principal	Principal	Parent Feedback Sign-In Sheets	Parent Feedback Survey Results		



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Campus Improvement Plan 2018-2019

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
6	Completion	Parents / Community	Parent Involvement	Family / Community Support	All Content Areas	District: Provide every campus Principal the results of Title I Online Survey	1 CNA	08/15/2018	Sign In Sheets	
								PROJECTED COMP. DT 07/01/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	ALL = All Students	Federal and State Programs Ex. Director Parent Engagement Liaison Principal	Principal Liaison	Feedback		Survey Results	



IRIS

Campus Improvement Plan 2018-2019

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	State Assessment	Instruction Curriculum Assessment	Rigor Relevance Monitoring of Implementation (PD) Student Progress	Academic Performance	Qualified Employees	Campus Collaborate in Vertical Alignment Meetings: 4 for the year, documented with agenda, attendance/schedule to cover all grade levels, and meeting notes.	1 CNA	08/15/2018 PROJECTED COMP. DT 06/01/2019	Meeting Agendas Sign ins	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Teachers Principal	Principal Assistant Principal Teachers	Walkthroughs	Agendas Sign in Sheets	



IRIS

Campus Improvement Plan 2018-2019

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	Training, Modeling and Mentoring Professional Development	Teacher Quality	Qualified Employees	District: Schedule specific training sessions for Special Education teacher substitutes, Crisis Prevention Institution CPI	1 CNA	08/15/2018	Agendas	
								PROJECTED COMP. DT 05/31/2019		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	Special Ed. Teacher Substitutes	Assistant Superintendent for Human Resources	Principal	Walkthroughs	End of Year Evaluations		



IRIS

Campus Improvement Plan 2018-2019

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	Human Resources	Instructional Effectiveness Methodologies, Interactions with students, peers parents.	Teacher Quality	Qualified Employees	District: Schedule Staff Development sessions targeting awareness of instructional effectiveness techniques, communication, ethics, work expectations.	1 CNA	08/15/2018 PROJECTED COMP. DT 06/07/2019	Human Resources/Staff Development Agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
3	All Teachers and Staff	Staff Development Director Assistant Superintendent for Human Resources	Principal	Agendas Sign-In Sheets	Surveys	



IRIS

Campus Improvement Plan 2018-2019

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	Human Resources	Active Applicant Pool on File Scheduled Orientation and Preparation Sessions	Teacher Quality	Qualified Employees	District: Schedule Staff Development sessions for paraprofessional focusing on district duties and expectations, work relationships, interactions, ethical expectations.	1 CNA	08/15/2018 PROJECTED COMP. DT 06/01/2019	Agendas Records on File	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	All Para Professionals	Assistant Superintendent for Human Resources	Principal	Walkthroughs Observations	ERO Staff Development Records on File		