

SAN DIEGO ISD

District Improvement Plan

2018/2019

Vaqueros Dream Big, Work Hard, and Live Right!



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SAN DIEGO ISD

Mission

San Diego Independent School District is committed to successfully educating every child by collaborating and developing solutions whenever we encounter difficulty.

Vision

San Diego Independent School District will be a Model School System!

Nondiscrimination Notice

SAN DIEGO ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

SAN DIEGO ISD Site Base

Name	Position
Aleman, Sonia	SDHS Teacher
Barrera, Rosie	Community Representative
Bueno, Dr. Samuel	Superintendent, Committee Chair
Chapa, Sarah	Parent Representative
Craig, Del	Business Representative
Flores, Rosalinda	District Librarian, Ad Hoc
Garcia, Claudette	SDHS Principal
Gonzalez, Gracie	Collins-Parr Teacher
Gonzalez, Robert	Aramark Supervisor
Guerrero, Ryan	BJJH Teacher
Martinez, Gino	Community Representative
Munoz, Yvonne	TTIPS Project Director, Ad Hoc
Ochoa, Ismael "Bo"	Athletic Director, Ad Hoc
Perez, Monica	Collins-Parr Principal
Pizzini, Graciela	Assistant Superintendent
Ramirez, Melissa	Business Representative
Ramirez, Romeo	Parent Representative
Ruiz, Oscar	Technology Director, Ad Hoc
Salinas, Melissa	SDHS Teacher
Sanchez, Nora	Collins-Parr Teacher
Smithwick, Angelica	Finance Director, Ad Hoc
Solis, Rosario	Special Education Director, Ad Hoc
Uribe, Barbra	BJJH Teacher
Vega, Rebecca	Collins-Parr Teacher
Vela, Nita	BJJH Principal

Resources

Resource	Source	Amount
21ST CENTURY	Federal	
IDEA-B Formula	Federal	
IDEA-B Preschool	Federal	
PTECH GRANT	Federal	
Title 1 Part C Carl D. Perkins	Federal	
Title I, Part A-Improve Basic Program	Federal	
Title I, Part D Delinquent Program	Federal	
Title II Part A Supporting Effective Instruction	Federal	
Title IV Part A SSAEP	Federal	
Title V Rural and Low Income School Program	Federal	
TTIPS Cycle 5	Federal	
Student Activity Funds	Local	
Bilingual / ESL	State	
Career and Technology Education	State	
Gifted and Talented	State	
High School Allotment	State	
Special Ed Allotment	State	
State Compensatory	State	
TECH LENDING GRANT	State	

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

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Objective 1. An annual satisfaction survey will indicate 95% of staff feel that a shared Mission, Vision, Set of Values and Goals are shared and serve as a unifying force for San Diego I.S.D.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will communicate with all stakeholders a shared mission, vision, set of values and goals that serve a unifying force by conducting the annual district-wide convocation and requiring the posting of Vision, Mission, and Motto signs in every classroom and commons area in the district. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Assistant Principal(s), Assistant Superintendent, Director of Food Services, Director of Operations, Director of Special Education Cooperative, District Librarian, District Technology Coordinator, Principal, Superintendent	September 2018	(S)Local Funds - \$275,000	Summative - By June 2019, the district will communicate a shared mission, vision, set of values and goals that serve a unifying force through newsletters, flyers, district website, and other modes of communication.
2. Superintendent will schedule and conduct "Chat with Staff" sessions with all teachers, para-educators and campus administrators during the second semester of the school year in order to gather feedback regarding district initiatives and opportunities for growth. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,7)	Superintendent	March 2019	(S)Local Funds - \$300,000	Summative - 100% of teachers, para-educators and campus administrators will participate in chat sessions. Data gather will be utilized to improve and/or enhance district initiatives.
3. The district will implement initiatives targeting increased communication between school and community via a variety of media sources such as Campus and District Newsletters; Parent Surveys; Staff Surveys; Needs Assessments; Updated District Website; Facebook; Blackboard Connect. (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,5,7)	Principal, Superintendent	Fall/Spring Newsletter; Website updates	(F)Title I, Part A-Improve Basic Program - \$5,000, (S)Local Funds - \$150,000	Summative - Completed surveys and newsletters will indicate that communication between school and community is occurring. A periodic review of District Website will indicate that website is updated each grading period and that information is current and relevant to meet community needs.

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Objective 2. A decrease of 5% of students requiring additional support services to meet Texas Essential Knowledge and Skills will be a result of implementation of research-based intervention and accelerated instructional initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The district will provide effective and timely instructional interventions for every student in need of extended learning opportunities:</p> <ul style="list-style-type: none"> - Before and After School Tutorials - Saturday Academies - Accelerated Learning Sessions <ul style="list-style-type: none"> -HOPE School -Credit Recovery -ACE Program at all campuses -Intervention period during the instructional day (Title I SW: 1,3,9,10) (Target Group: All, H, ECD, ESL, SPED, AtRisk) 	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>Fall 2018</p>	<p>(S)State Compensatory - \$60,000</p>	<p>Summative - Review of campus based documents will indicate student intervention programs are being offered. Benchmark assessments will reflect improved student performance. Review of semester pass/fail grades and the Annual Performance Report will indicate that interventions are effective.</p>
<p>2. The district will ensure effective and timely interventions to improve the basic programs offered to every student (inclusive of students in need of RTI Level 2 and Level 3) by aligning one or more of the following:</p> <ul style="list-style-type: none"> -STAR Math -HOPE School -Exact Path -IXL Math -iStation -Learning Labs -Edmentum PLATO Program -Renaissance Reading -Services by District Reading Support -Reading Smart -Reading EGGS -Cambridge TSI Prep (Title I SW: 1,2,9,10) (Target Group: All, ECD, ESL, LEP, AtRisk, Dys) (Strategic Priorities: 2,4) (CSFs: 1) 	<p>Assistant Principal(s), Assistant Superintendent, Principal, Teacher(s)</p>	<p>Sept. 2018</p>	<p>(F)Title I, Part A-Improve Basic Program - \$5,000, (F)Title II Part A Supporting Effective Instruction - \$374, (F)Title V Rural and Low Income School Program - \$21,652, (S)Bilingual / ESL - \$2,713, (S)Local Funds - \$300,000, (S)State Compensatory - \$80,000</p>	<p>Summative - Review of campus based documents will indicate student intervention programs are being offered. Benchmark assessments will reflect improved student performance. Review of semester pass/fail grades and the Annual Performance Report will indicate that interventions are being effective.</p>

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Objective 2. A decrease of 5% of students requiring additional support services to meet Texas Essential Knowledge and Skills will be a result of implementation of research-based intervention and accelerated instructional initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>3. Campuses will conduct special meetings that may include addressing school initiatives aimed at providing student interventions. Programs topics may include:</p> <ul style="list-style-type: none"> - Adopted District Curriculum - Extended Learning Opportunities - Mentorship Program - Attendance Procedures - Discipline Procedures - Credit Recovery Options - Career & Post Secondary Opportunities - Bullying & Violence Prevention - State Assessment Information (Title I SW: 1,2,6,7,9) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1) 	<p>Assistant Principal(s), Principal, Teacher(s)</p>	<p>Fall & Spring</p>	<p>(F)Title I, Part A-Improve Basic Program - \$5,000, (S)Local Funds - \$200,000</p>	<p>Summative - A review of district and campus documents (sign-in sheets & agendas) will provide evidence that meetings are being held. Surveys will also be conducted to obtain input from participants.</p>
<p>4. The district will ensure that certified teachers and qualified para-educators are provided along with appropriate resources geared at supporting self-paced instruction to assist students being served at the Juvenile Detention Facility in order to increase student advancement to next grade level. (Title I SW: 2,3,9) (Target Group: All, ECD, ESL, SPED, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1)</p>	<p>Counselor(s), Principal, Teacher(s)</p>	<p>July 2019</p>	<p>(F)Title I, Part D Delinquent Program - \$35,896, (S)Local Funds - \$200,000, (S)State Compensatory - \$401,402</p>	<p>Summative - Summer 2019 course completion data will indicate that 25% of students being served at the Ricardo H. Garcia Juvenile Facility will advance to the next grade level.</p>
<p>5. The district will recruit, retain and provide training for instructional aides to support students in the general education classroom. (Title I SW: 3,4,9) (Target Group: All, ECD, AtRisk) (Strategic Priorities: 1) (CSFs: 6,7)</p>	<p>Assistant Principal(s), Principal, Superintendent</p>	<p>August 2018</p>	<p>(F)Title I, Part A-Improve Basic Program - \$3,000, (F)Title II Part A Supporting Effective Instruction - \$1,000, (S)Special Ed Allotment - \$277,686.26</p>	<p>Summative - A review of records will indicate that 100% of instructional aides have been provided training to acquire skills to support teaching and learning in the classroom.</p>

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- Objective 2.** A decrease of 5% of students requiring additional support services to meet Texas Essential Knowledge and Skills will be a result of implementation of research-based intervention and accelerated instructional initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. The district will recruit, retain and train instructional aides to assist in the support of students with disabilities in appropriate instructional settings. (Title I SW: 4,9) (Target Group: SPED) (Strategic Priorities: 1,2) (CSFs: 1,7)	Assistant Principal(s), Director of Special Education Cooperative, Principal, Superintendent	August 2018	(F)IDEA-B Formula - \$55,534.08	Summative - A review of records will indicate that 100% of highly qualified instructional aides have been assigned and received appropriate training to work with students with disabilities.
7. Provide teachers training in accessing and utilizing the district online curriculum in addition to supporting the implementation of the Fundamental Five and Kagan structures in order to improve student outcomes. (Title I SW: 1,9,10) (Target Group: H, ECD, ESL, LEP, SPED, CTE, AtRisk) (Strategic Priorities: 2) (CSFs: 1,2,7)	Assistant Principal(s), Assistant Superintendent, Principal, Teacher(s)	Fall and Spring	(F)Title I, Part A-Improve Basic Program - \$2,000	Summative - State assessment data will demonstrate an increase of 10% from prior year results in Reading, Writing, Math, and Science.
8. The district will require all teachers to clearly communicate learning expectations orally and visually on a daily basis and to include checking for understanding when delivering instruction through the use of Kagan structures and questioning. (Title I SW: 1,9,10) (Target Group: All, ECD, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2,4,7)	Assistant Principal(s), Principal	May 2019	(F)Title I, Part A-Improve Basic Program - \$10,000, (S)Local Funds - \$1,000,000, (S)State Compensatory - \$100,000	Summative - Classroom observations will reflect that 100% of teachers are clearly communicating learning expectations by utilizing "Frame the Lesson" and embedding the Fundamental 5 Principles.
9. The district will hire qualified and certified special education teachers in order to ensure that students with disabilities are provided appropriate services. (Title I SW: 3,4,9) (Target Group: SPED)	Assistant Principal(s), Director of Special Education Cooperative, Principal, Superintendent	August 2018	(F)IDEA-B Formula - \$200,000, (S)Special Ed Allotment - \$265,658.14	Summative - A review of personnel records will indicate that all teachers assigned to special education classes are qualified and certified to teach students with disabilities.

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- Objective 2.** A decrease of 5% of students requiring additional support services to meet Texas Essential Knowledge and Skills will be a result of implementation of research-based intervention and accelerated instructional initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. The district will offer opportunities that range from academics to athletics and encompass many student interests in order to improve self-esteem and foster positive relationships and improve academic achievement. (Such as UIL Academics, Destination Imagination, Robotics Teams, CTE Student organizations, etc.) (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 3,4) (CSFs: 1,6)	Assistant Principal(s), Athletic Director, Counselor(s), Principal, Superintendent, Teacher(s)	August 2018	(F)Title 1 Part C Carl D. Perkins - \$8,450, (F)Title I, Part A-Improve Basic Program - \$10,000, (F)Title IV Part A SSAEP - \$11,658, (S)Local Funds - \$800,000	Summative - A review of student academic/athletic extracurricular rosters will indicate that a large percent of students participate in UIL/extracurricular events.
11. The district will hire qualified and credentialed professionals specializing in career and technical education ensuring that students are prepared for post-secondary opportunities. (Title I SW: 3,4,5) (Target Group: SPED, CTE, AtRisk) (Strategic Priorities: 3) (CSFs: 6)	Assistant Principal(s), Assistant Superintendent, Principal, Superintendent	August 2018	(S)Career and Technology Education - \$549,723	Summative - A review of personnel records will indicate that all teachers assigned to CTE classes are qualified and certified to teach specific CTE classes.
12. Increase time on task by implementing the use of YONDR pouch for electronic devices (ie. mobile phones, smartphones, etc.) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4)	Principal, Superintendent, Teacher(s)	August 2018		Summative - Increase of student performance on STARR

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Objective 3. 100% of teachers will participate in weekly Professional Learning Communities in order to promote a culture of collaboration focused on teaching and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. With the support of content specialist and core teams (Core Area Vertical/Horizontal Teams and PLC Teams), teachers will continue to implement the district curriculum which is aligned to State standards. Special emphasis will be placed on student engagement and differentiated instruction to address the needs of the diverse learner. (Title I SW: 3,4,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2,6)</p>	<p>Assistant Principal(s), Curriculum Consultant, Director of Education Services, Director of Special Education Cooperative, Principal, Superintendent, Teacher(s)</p>	<p>Fall and Spring</p>	<p>(F)Title I, Part A-Improve Basic Program - \$30,000, (F)Title II Part A Supporting Effective Instruction - \$500</p>	<p>Summative - Classroom walkthroughs including Instructional Coaching sessions will ensure that the adopted curriculum is being effectively implemented and there is evidence of a high level of student engagement.</p>
<p>2. The district shall maintain an effective instructional monitoring system that includes classroom walk-throughs, lesson plan reviews, student progress tracking (grades, attendance and discipline). Emphasis will be placed on the monitoring of special populations and addressing individual needs. (Title I SW: 1,3,4,8,9) (Target Group: All, ECD, ESL, SPED, AtRisk) (Strategic Priorities: 4) (CSFs: 1,2)</p>	<p>Assistant Principal(s), Director of Education Services, Director of Special Education Cooperative, Principal, Superintendent</p>	<p>Fall and Spring</p>	<p>(F)Title I, Part A-Improve Basic Program - \$4,000, (S)Local Funds - \$325,000</p>	<p>Summative - Records (Classroom Observation Forms, Lesson Plan Review Documentation, Program Review Documents) will indicate that the district has a comprehensive monitoring system that is effective and being utilized to drive instructional decisions.</p>
<p>3. Campuses will initiate activities aligned to the National Campaign for School Improvement Parental Involvement Components as indicated in the SDISD Parent and Community Engagement Plan. -Conduct Parent training (ie. Building Positive Character, Finance 101, etc.) -Solicit parent feedback (ie. Parent/School Compacts, ideas for engagement activities, etc.) (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)</p>	<p>Assistant Principal(s), Counselor(s), Director of Education Services, Principal</p>	<p>Fall & Spring</p>	<p>(F)Title I, Part A-Improve Basic Program - \$6,000</p>	<p>Summative - District Parent Involvement Plan will reflect the priority goals.</p>
<p>5. Instructional Coaching sessions will focus on addressing teacher refinement goals in an effort to improve pedagogy and instructional design. (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,7)</p>	<p>Assistant Principal(s), Assistant Superintendent, Principal, Superintendent, Teacher(s)</p>	<p>September 2018-May 2019</p>	<p>(S)Local Funds - \$350,000</p>	<p>Summative - Walkthrough data will reflect improvement in teacher practices.</p>

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Objective 4. Teachers in State assessed core areas will employ productive use of data to target student intervention and increase student performance on State assessment by 10%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will plan and schedule one benchmark assessment in the Spring prior to STAAR Administration. Benchmark data will be analyzed and programs will be adapted to meet needs identified as a result of the analysis. -Interim Assessment option (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Assistant Superintendent, Counselor(s), Principal	February	(F)Title I, Part A-Improve Basic Program - \$25,000	Summative - DMAC reports will indicate that teachers and administrators have current data available to make effective instructional decisions. A review of master schedules will indicate that decisions are data-driven.
2. Formal assessment data will be disaggregated by all students and sub-groups to assist with instructional planning which may include adjusting intervention and acceleration programs. (Title I SW: 1,2,8,9) (Target Group: All, ECD, ESL, SPED, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2,3)	Assistant Principal(s), Principal, Teacher(s)	September 2018- April 2019	(F)Title I, Part A-Improve Basic Program - \$35,231	Summative - Evidence will support that data has been disaggregated and used to drive instructional decisions.
3. Teachers throughout the district will plan student/teacher conferences to set goals and review data to develop an individual plan to meet individual student needs. (Title I SW: 1,9) (Target Group: All, H, ECD, ESL, SPED) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Principal, Teacher(s)	After Spring Benchmark	(S)Local Funds - \$250,000, (S)State Compensatory - \$50,000	Summative - Documentation such as sign-in sheets and individual plans will provide evidence that student/teacher conferences are being held.
4. Campuses will review, revise, and implement attendance procedures that will assist in achieving 95% of students participating during State assessment administrations. (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,5)	Assistant Principal(s), Counselor(s), Office Staff, Principal	Fall and Spring	(S)Local Funds - \$150,000	Summative - All campuses will achieve 95% or better on State Assessment participation rates as indicated in Accountability Summary Report.
5. The district will assist in preparing students for post-secondary education by offering Pre-AP, AP and dual credit courses inclusive of an Early College High School for eligible students. (Title I SW: 5,9) (Target Group: All, GT, AtRisk) (Strategic Priorities: 3) (CSFs: 1)	Assistant Superintendent, Counselor(s), Principal	Fall & Spring	(S)Gifted and Talented - \$9,379, (S)High School Allotment - \$94,142	Summative - A review of student records will indicate that students enrolled in Pre-AP, AP and Dual Credit Courses are meeting State assessment standards.

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Objective 5. Annual professional development survey will indicate that 90% of staff participated in capacity building training opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All campuses will ensure that staff receives effective training that targets improved instruction including areas such as:</p> <ul style="list-style-type: none"> - Fundamental Five - Kagan Cooperative Structures - Components of the District Curriculum - Differentiated instructional strategies - Effective ESL Strategies - GT 6 hr Update/30 hr training (Title I SW: 3,4,9) (Target Group: H, ECD, ESL, SPED, GT, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4) 	<p>Assistant Superintendent, Director of Special Education Cooperative, Principal</p>	<p>August-May</p>	<p>(F)Title I, Part A-Improve Basic Program, (S)Bilingual / ESL, (S)Gifted and Talented, (S)Local Funds - \$280,000, (S)State Compensatory</p>	<p>Summative - Assessment of Staff Development Plan will indicate that effective training is conducted throughout the school year and offered as a result of identified needs. Assessment data will indicate that student performance improves from year to year.</p>
<p>2. The district will provide all new teachers with a well-structured New Teacher Orientation prior to the first day of school. This may include all aspects of the educational environment such as:</p> <ul style="list-style-type: none"> - curriculum & instruction - business procedures - educator code of ethics - confidentiality - safety and crisis management - discipline and classroom management (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7) 	<p>Assistant Superintendent, Business Manager, Principal, Superintendent</p>	<p>August 2018</p>	<p>(F)Title I, Part A-Improve Basic Program - \$15,000, (S)Local Funds - \$257,000</p>	<p>Summative - Review of documents will indicate orientation has been provided for all new teachers prior to the beginning of each school year.</p>
<p>3. The district will ensure that all new teachers at each campus participate in a mentoring program in which a mentor is assigned to provide support and assistance. Provide support services for teachers in an Alternative Certification Program. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)</p>	<p>Principal, Teacher(s)</p>	<p>August 2018</p>	<p>(S)Local Funds - \$350,000</p>	<p>Summative - Assessment of Mentoring Program will indicate that monitoring and support is being provided consistently and in a timely manner. Mentoring logs will be maintained and submitted to the Principal's Office every grading period.</p>

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Objective 5. Annual professional development survey will indicate that 90% of staff participated in capacity building training opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>4. Instructional planning will be designed to provide teachers with research-based professional development balanced with time to prepare instructional materials. This includes training received on-site, utilizing video-conferencing and/or web-based professional development opportunities. -Utilize Edivate Online training -ESC2 Specialists (Title I SW: 1,2,3,4) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,7)</p>	<p>Assistant Superintendent, Director of Special Education Cooperative, Principal</p>	<p>Fall and Spring</p>	<p>(F)Title I, Part A-Improve Basic Program - \$25,000, (S)Bilingual / ESL - \$1,500, (S)Gifted and Talented - \$9,379, (S)Local Funds - \$250,000</p>	<p>Summative - Teacher interviews and/or surveys will indicate that allocation of resources and time is adequate for effective planning of instruction. Sign-In Sheets and Agendas will serve as evidence that instructional planning is being provided to teachers.</p>
<p>5. The district will implement the practice of participating in a book study at least once a year with all professional instructional staff. (Title I SW: 1,2,3,4,10) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 7)</p>	<p>Assistant Superintendent, Principal, Superintendent, Teacher(s)</p>	<p>Spring 2018</p>	<p>(S)Local Funds - \$150,000</p>	<p>Summative - Blog entries and survey will provide evidence that Book Study was conducted and attended by professional instructional staff.</p>
<p>6. The district will hire and retain qualified teachers who will be provided professional development opportunities that align to effective research-based teaching and learning. (Title I SW: 3,4) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)</p>	<p>Assistant Principal(s), Assistant Superintendent, Principal, Superintendent</p>	<p>Fall 2018</p>	<p>(F)Title I, Part A-Improve Basic Program - \$150,000, (F)Title II Part A Supporting Effective Instruction - \$55,126</p>	<p>Summative - A review of campus administrators' records will indicate that all teachers are qualified, have participated in professional development and are engaged in effective teaching as observed through instructional coaching and walkthroughs. Summative: Data will indicate that students are making progress when comparing one year to the next and are meeting state standards.</p>

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Objective 6. Improve attendance, course completion, graduation rate and decrease drop-out rate by 5% annually.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Develop initiatives designed to improve student attendance with activities such as:</p> <ul style="list-style-type: none"> -Media Recognition (Media form) -Recognition Assemblies -Special Incentives -Automated phone call notification system -Use of school marquees (Title I SW: 2,6,10) <p>(Target Group: All, ECD, AtRisk) (Strategic Priorities: 4) (CSFs: 5,6)</p>	<p>Assistant Principal(s), Principal</p>	<p>Each Grading Period</p>	<p>(F)Title I, Part A-Improve Basic Program - \$38,000, (S)Local Funds - \$80,000</p>	<p>Summative - Student attendance records and failure lists will be reviewed each grading period.</p>
<p>2. District Truancy prevention facilitator will ensure campuses implement truancy prevention measures such as but not limited to:</p> <ul style="list-style-type: none"> -Development of behavior improvement plan -Refer students to counseling, mediation, mentoring or in-school or out-of-school services -Conference calls with parent/guardian by teachers and/or office staff -Home Visits -Municipal Judge Collaboration and -Notifications through the automated phone call-out system <p>*Court ordered Parent Counseling Sessions (Title I SW: 2,6,9) (Target Group: All, ECD, AtRisk) (Strategic Priorities: 4) (CSFs: 1,4,5,6)</p>	<p>Assistant Principal(s), Counselor(s), PEIMS Clerk, Principal</p>	<p>Every Grading Period</p>	<p>(S)Local Funds - \$150,000</p>	<p>Summative - Evidence will support that attendance guidelines and procedures have been developed supported by attendance logs and records maintaining parent contacts.</p>

SAN DIEGO ISD

Goal 1. San Diego Independent School District will collaborate to ensure that EVERY student will perform at or above the State Performance Standards and the Federal Performance Standards (System Safeguards). The district will maintain a "Met Standard" designation as measured by State accountability and reported in the Texas Academic Performance Report (TAPR).

Objective 7. Improve coordinated health and wellness programs offered to students, staff, and community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SHAC (School Health Advisory Council) will meet annually to review and revise district Wellness Plan (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Assistant Superintendent, Athletic Director, Director of Food Services, Principal, School Nurse, SHAC, Superintendent	Fall and Spring	(S)Local Funds - \$45,000	Summative - Annually revised Wellness plan.
2. Campuses will complete the required Fitness Gram assessment. (Title I SW: 1) (Target Group: 9th, 10th, 11th, 12th, 3rd, 4th, 5th, 6th, 7th , 8th) (Strategic Priorities: 4) (CSFs: 1,6)	Assistant Athletic Director, Assistant Principal(s), Principal, Teacher(s)	Fall and Spring	(S)Local Funds - \$55,000	Summative - A review of fitness gram data will indicate an improvement in student performance.
3. Coordinate with local/regional health agencies in order to offer health and wellness activities such as: glucose and blood pressure screenings; flu shots; blood drives; CPR/First Aid training; vision and hearing screenings; dental screenings; CACOST; Teen Outreach Program; MHMR. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	School Nurse, SHAC, Superintendent	Fall and Spring	(S)Local Funds - \$55,037	Summative - Participation sign-in sheets
4. District Fitness Trail will be made available to students, staff and community. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Superintendent	On going	(S)Local Funds - \$100,000	Summative - End of year survey will indicate usage of trail by students, staff and community.

SAN DIEGO ISD

Goal 2. San Diego Independent School District will collaborate to ensure that EVERY student will benefit from a financial accountability system that maximizes the effective management of district resources, aligns with instructional program goals and complies with State Accountability Standards.

Objective 1. Achieve a "Pass" FIRST rating and provide financial information to all citizens, taxpayers, customers, investors and creditors that demonstrate the District's accountability for the funds it receives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will conduct a Public Hearing for the Annual FIRST Rating Report and post most current financial reports on district homepage. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,6)	Business Manager, Superintendent	October of Each School Year	(S)Local Funds - \$178,650	Summative - A copy of the notice sent to local/area media and sign-in sheets will serve as evidence that Public Meeting was held as required by law.
2. The district newsletter will be published in the Fall and Spring; will include timely information addressing financial and accountability. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Business Manager, Superintendent	Fall and Spring	(S)Local Funds - \$150,000	Summative - A review of the District Newsletter will indicate that informational items addressing financial issues are included in each issue.
3. All district employees will be provided information regarding Business Procedures commonly used during the school year. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,7)	Business Manager, Superintendent	August of Each School Year	(S)Local Funds - \$200,000	Summative - Agenda and sign-in sheets will serve as evidence that Orientation of Business Procedures was provided to all school employees.
4. The district will provide transparency in relation to finances, procurement, debt obligations and will post appropriate documents on the district website. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 3)	Assistant Superintendent, Business Manager, Principal, Superintendent	June 2019	(S)Local Funds - \$150,000	Summative - Transparency STARS will be received by the Texas Comptroller of Public Accounts

SAN DIEGO ISD

Goal 2. San Diego Independent School District will collaborate to ensure that EVERY student will benefit from a financial accountability system that maximizes the effective management of district resources, aligns with instructional program goals and complies with State Accountability Standards.

Objective 2. Based on Summary of Finance data and predetermined allocation thresholds, 100% of funds expended will be focused and aligned with instructional programs and initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Special programs will be reviewed and evaluated with an emphasis on allocated resources to ensure that students served in special populations are receiving effective instruction. This includes:</p> <ul style="list-style-type: none"> -RTI Intervention Program -Inclusion Program -Oral Language Development Program -Dyslexia Program -ESL Program -Curriculum addressing GT Learners (Title I SW: 1,2,3,9,10) (Target Group: All, ECD, ESL, LEP, SPED, GT, AtRisk) (Strategic Priorities: 4) (CSFs: 1,2,4) 	<p>Assistant Superintendent, Business Manager, Director of Special Education Cooperative, Principal</p>	<p>Six Months into the Budget Each School Year</p>	<p>(F)Title I, Part A-Improve Basic Program - \$75,000, (F)TTIPS Cycle 5 - \$737,109.90, (S)State Compensatory - \$25,000</p>	<p>Summative - A review of budgets and special programs documents including Campus Improvement Plans will indicate that allocation of resources is adequate to address the needs of special populations.</p>
<p>2. The district will ensure that technology needs are addressed yearly and that students have access to effective technology tools by conducting an informal inventory each school year. (Title I SW: 1) (Target Group: All)</p>	<p>Assistant Principal(s), District Technology Coordinator, Principal, Teacher(s)</p>	<p>March of Each School Year</p>	<p>(F)TTIPS Cycle 5 - \$1,000,000, (S)Local Funds - \$338,700, (S)State Compensatory - \$50,000</p>	<p>Summative - Evidence will support that each campus in the district has technology to support different aspects of curriculum and instruction. A technology survey will indicate that the district's technology needs are being met.</p>
<p>3. Teachers working with students with disabilities will be appropriated funds to ensure that students' IEP is being appropriately implemented. (Title I SW: 3,5,9,10) (Target Group: SPED) (Strategic Priorities: 2,4) (CSFs: 1,2)</p>	<p>Business Manager, Director of Special Education Cooperative, Principal</p>	<p>August 2018</p>	<p>(F)IDEA-B Formula - \$5,000, (F)IDEA-B Preschool - \$15,837.39, (S)Special Ed Allotment - \$260,275.60</p>	<p>Summative - A review of purchase orders and inventory lists will indicate that special education teachers are being provided with supplemental funds to ensure that students' individual needs are being met.</p>
<p>4. Teachers assigned to CTE classes will receive funds to enhance their instructional program and assist in preparing students for post-secondary experiences. This includes but is not limited to supplies, materials, travel and entry fees. (Title I SW: 9,10) (Target Group: CTE, PRE K) (Strategic Priorities: 3) (CSFs: 1,6)</p>	<p>Assistant Principal(s), Assistant Superintendent, Principal</p>	<p>Fall</p>	<p>(F)PTECH GRANT, (F)Title 1 Part C Carl D. Perkins - \$10,000, (S)Career and Technology Education</p>	<p>Summative - A review of CTE purchase orders and budget will indicate that appropriate funds were used to enhance the CTE program including out-of-school experiences and work-based experiences.</p>

SAN DIEGO ISD

- Goal 2.** San Diego Independent School District will collaborate to ensure that EVERY student will benefit from a financial accountability system that maximizes the effective management of district resources, aligns with instructional program goals and complies with State Accountability Standards.
- Objective 2.** Based on Summary of Finance data and predetermined allocation thresholds, 100% of funds expended will be focused and aligned with instructional programs and initiatives.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Teachers assigned to classes for the Gifted and Talented will receive funds that will be designed to offer experiences that go beyond the scope of the regular education curriculum. (Title I SW: 9,10) (Target Group: GT) (Strategic Priorities: 4) (CSFs: 1,2,4)	Business Manager, Principal, Teacher(s)	August 2018	(S)Gifted and Talented - \$9,381	Summative - A review of GT lesson plans will indicate that gifted and talented students are being provided experiences that enhance the regular education classroom. This may include special projects and field trips.
6. Students identified as being Limited English proficient will be provided a curriculum and support systems that expand language development and improve student performance in Reading, Writing and Mathematics. (Title I SW: 3,6,9) (Target Group: ESL, LEP) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Assistant Superintendent, Principal, Teacher(s)	August 2018	(F)Title I, Part A-Improve Basic Program - \$25,000, (S)Bilingual / ESL - \$2,500	Summative - Class schedules, monitoring of budgets will reflect that students identified as LEP are receiving additional support especially in language development.
7. Teachers working with economically disadvantaged students will have access to instructional materials and supplies as well as professional development in order to provide targeted assistance to students. (Title I SW: 2,9) (Target Group: ECD) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Assistant Superintendent, Business Manager, Principal, Teacher(s)	Fall 2018	(S)State Compensatory - \$110,000	Summative - Student assessment data will increase from prior year.

SAN DIEGO ISD

Goal 3. San Diego Independent School District will collaborate to provide EVERY student a safe and orderly environment.

Objective 1. Decrease disciplinary removals by 10% by establishing a clearly defined discipline management system that helps students manage their own behavior.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will develop a district-wide discipline management plan and adopted Student Code of Conduct that will be monitored each semester to ensure effectiveness. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Assistant Principal(s), Principal	Fall and Spring	(S)Local Funds - \$225,000	Summative - Campus documents will reveal Discipline plan is monitored. Discipline referrals will indicate a decline from previous year to include (DAEP placements, ISS, OSS and number of referrals)
2. District-wide Crisis Counselor will be available to address behavioral and social-emotional needs of students. (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,5,6)	Assistant Superintendent, Crisis Counselor, Superintendent	August 2018	(F)Title V Rural and Low Income School Program	Summative - A decrease of 5% in disciplinary actions from the prior year.

SAN DIEGO ISD

Goal 3. San Diego Independent School District will collaborate to provide EVERY student a safe and orderly environment.

Objective 2. Establish a clearly defined safety/emergency plan in order to be 100% compliant with federal, state and local codes/statutes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will monitor and revise Safety Emergency Plan to ensure appropriate and effective procedures are in place. Along with conducting required drills; monitor campuses through video surveillance; assign peace officer to each campus. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Assistant Principal(s), Assistant Superintendent, Director of Operations, District Safety Coordinator, Principal, School Nurse, SHAC, Superintendent, Teacher(s)	December 2018	(S)Local Funds - \$50,000	Summative - Emergency related documents such as Fire Drill Schedules, Natural Disasters Drills & Lock Down Drills will be reviewed and filed at each Principal's Office. Bus Evacuation Drills will also be documented and reviewed.
2. The district will disseminate and communicate the Safety Emergency Plan to address emergency procedures. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Director of Operations, District Safety Coordinator, Principal, Superintendent	Fall 2018	(S)Local Funds - \$75,000	Summative - Emergency related procedures will be shared with all school personnel during a one-day training addressing Emergency Procedures. Agendas & sign-in sheets will provide evidence that training was offered and attended by school personnel.
3. The district will ensure that students are being transported safely to and from school and driven by qualified/certified drivers. (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	All Aboard Transportation, Business Manager, Para-professional supervision, Superintendent	August 2018	(S)Local Funds - \$472,000	Summative - An evaluation of transportation records including bus routes, travel logs, certifications, maintenance records will all indicate that buses are being maintained for safety and drivers are qualified and certified.
4. The district will collaborate with Duval County Sheriffs Office to provide campuses with peace officers. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Peace Officer, Superintendent	August 2018	(S)Local Funds - \$120,000	Summative - Review campus and district disciplinary data to determine a decrease in discipline removals from prior year.

SAN DIEGO ISD

Goal 3. San Diego Independent School District will collaborate to provide EVERY student a safe and orderly environment.

Objective 3. Annual Employee Satisfaction survey will indicate that 90% of staff feel the district fosters a positive culture of trust in which EVERY individual has value and worth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All support staff including secretaries, custodians, office clerks, maintenance crews, technical support staff and cafeteria staff will participate in trainings or meetings which will set expectations that support the vision, mission, and goals of the district. (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Assistant Principal(s), Business Manager, Director of Food Services, Director of Operations, District Librarian, Office Staff, Principal, Superintendent	Fall and Spring	(S)Local Funds - \$300,000	Summative - A review of meeting/training agendas will indicate that staff have received training.
2. San Diego ISD will contract with ARAMARK to ensure that grounds and facilities are being maintained efficiently in order to provide a safe, clean and orderly environment. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Business Manager, Director of Operations, Principal, Superintendent	Ongoing Aug-June	(S)Local Funds - \$1,500,000	Summative - A review of budget will reflect a cost-savings in the maintenance department. End of year evaluation will indicate that facilities reflect an orderly and clean environment.
3. Install additional security cameras throughout the district. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,6)	Principal, Superintendent	August 2018		Summative - Survey of staff and parents will indicate an increase in safety measures has contributed to a safe and secure environment.
4. Maintain a Memorandum of Understanding with the Duval County Sheriffs Department, in order to provide armed Peace Officers at each campus. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,6)	Superintendent	August 2018		Summative -

SAN DIEGO ISD

Goal 3. San Diego Independent School District will collaborate to provide EVERY student a safe and orderly environment.

Objective 4. Decrease number of reported bullying incidents from prior year by creating a positive culture of mutual trust and respect where students are not victims of any type of bullying including cyber-bullying.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students will receive instruction on appropriate use of the internet and awareness/prevention of Cyberbullying. -Presentations (Title I SW: 2) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,6)	Assistant Principal(s), Counselor(s), District Technology Coordinator, Guest Speaker, Principal, Teacher(s)	Ongoing	(S)Local Funds - \$200,000	Summative - An evaluation of each campuses' technology labs/classrooms will indicate that all students participate in lessons on the proper use of the internet to include cyber-bullying.
2. Provide an online system for reporting of bullying incidents which will be accessed through the district homepage. (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,6)	Assistant Principal(s), Counselor(s), District Technology Coordinator, Principal, Teacher(s)	August 2018	(S)Local Funds - \$100,000	Summative - Decrease of 10% of reported bullying incidents from prior year.
3. District Crisis Counselor will provide Bully Prevention Presentations throughout the school year. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,6)	Counselor(s), Crisis Counselor, Principal	August-May	(F)Title V Rural and Low Income School Program	Summative - Decrease the number of reported bully instances at campuses.