

The University of Texas at Tyler Innovation Academy Campus Improvement Plan



The University of Texas at Tyler Innovation Academy

2016-2017 Campus Continuous Improvement Plan

The University of Texas at Tyler Innovation Academy Campus Improvement Plan

STATEMENT OF PURPOSE

The UT Tyler Innovation Academy is a public university charter laboratory STEM Academy authorized to provide K-12 educational programming following the T-STEM Blueprint.

VISION STATEMENT

The UT Tyler Innovation Academy seeks to be a national model for STEM education innovation as a STEM Academy and University Laboratory School.

INSTITUTIONAL MISSION

The UT Tyler Innovation Academy prepares students to be STEM College Ready with a focus on 21st Century skills.

INSTITUTIONAL GOALS

- I. The UTTIA will be a model STEM Academy preparing students for the 21st Century.
- II. The UTTIA will be a model for blended learning and project-based instruction so that learning is rigorous and relevant.
- III. The UTTIA will be a model for individualized, collaborative, accelerated learning that prepares students to be STEM College ready.
- IV. The UTTIA will be a model for STEM Education and the implementation of Project Lead the Way in Texas at all grade levels.
- V. The UTTIA will be a model for university laboratory schools to prepare the STEM Teacher workforce, in-service and preservice.
- VI. The UTTIA will be a research and development laboratory to identify and verify best-practices in STEM Education.

2016-2017 School Board Members

Dr. Michael Odell

Dr. Yanira Oliveras-Ortiz

Dr. Frank Dykes

Dr. John Lamb

Mr. Darren Aldridge

Mr. Kevin Humphrey

Mr. Daniel Rodriguez

Faculty Advisor: Dr. Wes Hickey

Improvement Plan Committee

Aimee Dennis	Director, Tyler UTTIA	Jo Ann Simmons	Superintendent, UTTIA
Cori Mackey	District Nurse	Gayla Byrd	District Counselor
Emily Wood	Teacher	Ragan York	Teacher
Michael Vogt	Teacher	Rachel McDaniel	After School Coordinator
Katherine Green	Parent	Kevin Kato	Parent
Thomas Kennedy	Community Member	Ed Lamaster	Community Member
Jenny Sharp	PTO President	(All teachers reviewed and gave feedback)	

Comprehensive Needs Assessment Summary

Demographics
<ul style="list-style-type: none">• Track growing population of Economically Disadvantaged, Special Education, 504, Dyslexia, ESL, and At-Risk students• Track percent of male and female students enrolled on each campus• Identify Gifted Talented students
Student Achievement
<ul style="list-style-type: none">• Use benchmarks and progress monitoring tests to track progress• Disaggregate data to drive instruction• Implement Response to Intervention (RTI) Program• Ensure Scope and Sequence is aligned with State Standards• Provide students who failed STAAR academic support
School Culture and Climate
<ul style="list-style-type: none">• Ensure teachers understand district expectations• Ensure both academic and behavioral guidelines are set and communicated to students at the beginning of the year• Emphasize the importance of completing At-Home Learning
Staff Quality Recruitment and Retention
<ul style="list-style-type: none">• Recruit teachers through local job fairs• Recruit teachers through Region VII• Review the promotion process• Feedback on teacher performance is provided through walk-throughs, data entered in DMAC• Ensure that teachers understand the “Flipped Model”• Ensure teachers understand State Standards• Ensure teachers are provided support and resources to be prepared
Curriculum, Instruction, and Assessment
<ul style="list-style-type: none">• Provide new teachers with training in Project Based Learning/Problem Based Learning• Provide select teachers training in Project Lead the Way• Provide teachers with training to ensure understanding of State Standards• Provide teachers time to assist students who need additional academic support• Assist teachers with “Flipped Model”

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Family and Community Involvement

- Ensure systems are in place to support communication between stakeholders
- Ensure parents and students understand “Flipped Model”
- Communicate the expectations of At-Home Learning
- Provide opportunities for parents to volunteer

School Organization

- Ensure teachers are provided time to support students through tutorials.
- Provide enrichment opportunities for students after school.
- Ensure good use of At-Home learning assignments.
- Ensure good use of instruction time.

Technology

- Ensure each student is provided technology device
- Provide parents with the resources to install a filter on student devices, if desired
- Provide teachers with technology devices
- Implement ongoing evaluation of technology integration and alignment with curriculum needs

2016-2017 Data Sources

The following information sources provided the data for our comprehensive needs assessment. An in-depth review and disaggregation of data led to the development of the goals, objectives, and strategies included in this Plan of Action.

STAAR	Parent Surveys
Benchmarks	Student Surveys
DMAC Data	Student Success Initiative (SSI) Data
AEIS Data	Odysseyware
PEIMS Data	TELPAS
STEM Evaluation	Parent Feedback
TSI Data (Texas Success Initiative)	

The University of Texas at Tyler Innovation Academy 2015-2016 District Goals

Goal 1: At The University of Texas at Tyler Innovation Academy, all students will meet or exceed state standards.

Goal 2: At The University of Texas at Tyler Innovation Academy, a strong curriculum will be offered, including the integration of technology into the curriculum, in an effort to provide increased opportunities for success for all students.

Goal 3: At The University of Texas at Tyler Innovation Academy, a safe and orderly school climate, together with a positive learning environment, will be provided for all students and employees of the district.

Goal 4: At The University of Texas at Tyler Innovation Academy, partnerships between the school and home will be promoted to ensure a quality educational experience.

Goal 5: At The University of Texas at Tyler Innovation Academy, district attendance will continue to improve and exceed 97%.

GOAL 6: At The University of Texas at Tyler Innovation Academy, the district will provide necessary resources to implement initiatives to ensure every student will achieve personally challenging goals in academics, interests, and career aspirations.

GOAL 7: At The University of Texas at Tyler Innovation Academy, the district will promote high quality, ongoing professional staff development and strategies to maintain highly qualified teachers.

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District Goal #1: At The University of Texas at Tyler Innovation Academy, all students will meet or exceed state standards.

Performance Objective A: Provide on-going staff development that will ensure 90% of students in each student group will meet or exceed STAAR expectations.

Performance Objective B: Provide on-going staff development that will ensure 30% of students in each student group reach Final Level III performance on STAAR.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Provide a challenging curriculum for identified students to reinforce skills needed to achieve Final Level III Performance on STAAR.	Gifted Talented Students	Assistant Superintendent, Teachers	August-June	Local Funds	Data collected through teacher observations	Increase in number of students performing at Final Level III Performance
Provide support to students who scored unsuccessfully on STAAR Math or Reading support through the Extended Day Program and Summer School.	At-Risk Students	Teachers	August-July	Local Funds	Lesson plans and completed student work	Increase number of students achieving “met standard” on STAAR
Provide Special Education students with appropriate modified instruction and curriculum as determined by the ARD committee in the least restrictive environment.	SPED Students	Diagnostician, Teachers, Directors, Special Education Coordinators	August-July	Local Funds, Title 1 Funds	Special education program implemented	Students with disabilities needs are met
Offer After School program for afterschool tutorials and educational extensions	ALL	After-School Coordinator	August-June	Local Funds	Daily sign-in sheets	Increase academic performance

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Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Offer afterschool tutorials to reinforce skills needed to achieve	All	Directors, Teachers	August- June	Local Funds	Completed student work	Increase academic performance
Analyze DMAC Data to identify students needing additional support	All	Assistant Superintendent, Directors, Teachers, Coaches	August- June	Local Funds	STAAR Data collected and disaggregated	Increase STAAR performance
Contract a Professional Service Provider (PSP) to support district with improvements	Administration	Superintendent	August- July	Local Funds	Submitted Invoices	District and Campuses Meet State Standards
Provide training to teachers on strategies to support English Language Learners in the classroom	LEP	District ESL Coordinator	August-July	Local Funds	Observations	Increase Academic Performance of LEP students on STAAR and TELPAS

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Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Analyze STAAR Data by grade, gender, ethnicity, economic level, subject, and item analysis to identify students needing additional support	ALL	Assistant Superintendent, Directors, Teachers, Coaches	August-July	Local Funds	Data reports in DMAC	Increase STAAR performance
Employ Math Coach to assist teachers with math content and pedagogy	All	Superintendent, Assistant Superintendent	August-July	Local Funds	District Payroll Report	Increase math performance
Employ Science Coach to assist teachers with science content and pedagogy	All	Superintendent, Assistant Superintendent	August-July	Local Funds	District Payroll Report	Increase science performance
Employ Reading Coach to assist teachers with reading content and pedagogy	All	Superintendent, Assistant Superintendent	August-July	Local Funds	District Payroll Report	Increase reading performance
Employ Assistant Superintendent of Curriculum, Instruction and Assessment	All	Superintendent, The University of Texas at Tyler Vice President	August-July	Local Funds	District Payroll Report	Increased academic performance
Provide TSI Bootcamp for students who are not TSI ready to increase mastery in weak areas.	9 th -10 th grade students	Director, Teachers	July	Local Funds	Data from initial TSI test	TSI retake scores

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Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Administer STAAR released test	All	Assistant Superintendent, Teachers	December	Local Funds	Data in DMAC	Increase performance on STAAR Assessments
Administer Curriculum Instruction Assessments (CIA)	All	Assistant Superintendent, Teachers	September-June	Local Funds	Data in DMAC	Increase performance on STAAR Assessments
Provide students and parents information about Dual Credit Classes	8-10 th Grade Students	Assistant Superintendent, Directors, Counselor	August-July	Local Funds	Enrollment in Dual Credit Classes	Increased participation in Dual Credit Classes
Utilize Odysseyware to accelerate learning	All	Teachers	August-July	Local Funds	Complete assignments in Odysseyware	Increase academic performance
Complete walk-throughs to ensure implementation of curriculum and level of rigor	All	Assistant Superintendent, Directors, Coaches	August-June	Local Funds	Walk-through inputted in DMAC	Increase academic performance
Give pre/post tests to identify students' strengths and weaknesses and use this data to guide instruction	All	Teachers	August-June	Local Funds	Academic Growth of student from pre-test to post test	Increase academic performance

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Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
<p>Provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, Special Education, ESL, Economically Disadvantaged, and At-Risk Students</p> <ul style="list-style-type: none"> • Inclusion • Tutorials • After School Program • RTI Program 	At-Risk Students	Diagnostician, Directors, Teachers	August-June	Local Funds	Documentation of Services Provided	Increase academic performance
Analyze STAAR results and disaggregate the data by individual student response and by categories to determine individual students' strengths and weaknesses in all tested subjects	All	Directors, Teachers, Coaches	August-June	Local Funds	Data in DMAC	Increase academic performance
Data will be used to guide teachers' instruction and to determine strengths and weaknesses within instruction and adjust improve as needed	All	Directors, Teachers, Coaches	August-June	Local Funds	Walkthrough Data, DMAC Data	Increase academic performance
In class support with research based strategies will be provided to students who are LEP at a beginning or intermediate level.	LEP	Teacher ESL Coordinator	August-June	Local Funds	Data	Increase in Academic Performance

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District Goal #2: At The University of Texas at Tyler Innovation Academy, a strong curriculum will be offered, including the integration of technology into the curriculum, in an effort to provide increased opportunities for success for all students.

Performance Objective A: The district will ensure the curriculum is aligned with the State Standards.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Provide a challenging curriculum for identified Gifted/Talented students to reinforce skills needed for advancement.	Gifted Talented	Directors, Teachers, Gifted Talented Coordinators	August-July	Local Funds	Benchmark Data	Increased Advanced Performance on STAAR
Development of District Scope and Sequence aligned to State Standards	Teachers	Assistant Superintendent, Coaches, Teachers	May-July	Local Funds	Scope and Sequence Documents	Aligned Curriculum with State Standards
Utilize state provided and other free online software to improve student performance	At-Risk	Diagnostician, Teachers, Reading Coach	August-July	Local Funds	Evidence of completed work	Increased academic performance
Curriculum materials analyzed for each course and materials purchased for supplemental as needed.	All	Assistant Superintendent, Coaches	August-July	Local Funds	Receipt showing purchase of material	Evidence of material being used during Walkthroughs
Provide teachers continuous technology training	Teachers	IT Department	August-July	Local Funds	Sign-in sheets, helpdesk requests	Proficient use of technology

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Performance Objective A: The district will ensure the curriculum is aligned with the State Standards.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Utilize wireless connectivity at each campus to enable students and teachers accessibility to technology	All	IT Department	August-July	Local Funds	Connection to wireless network	Technology integrated throughout the curriculum
Integrate technology across the curriculum	All	Assistant Superintendent, CIAs, Content Coaches, Teachers	August-June	Local Funds	Use of technology observed	Increase academic performance
Robotics course offered	All	PLTW Teachers, After School Coordinator	August-June	Local Funds	Sign-in sheets	Increase academic performance
Techers will plan interdisciplinary PBL/PrBL to reinforce relevancy of concepts across contents	All	Teachers	August- June	Local Funds	PBL/PrBL planning calendars	Increase academic performance

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District Goal #3: At The University of Texas at Tyler Innovation Academy, a safe and orderly school climate, together with a positive learning environment, will be provided for all students and employees of the district.

Performance Objective A: The district will provide ongoing principles and effective practices for school safety and security.

Performance Objective B: The district will maintain a continuous cycle of improvement through review and evaluation of the safe and orderly environment policy and procedures established.

Performance Objective C: The district will ensure the safety of all students, faculty, and staff.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Provide Bullying Recognition/Prevention training to students, staff, and parents	All	Superintendent, Directors, Teachers	August-June	Local Funds	Sign-in sheet	Decrease in bullying incidents documented
All campus access doors remain locked during the school day	All	Staff, Directors, Teachers	August-July	Local Funds	Doors are equipped to lock	Inspection reports note doors are locked
Evaluate the Skylert call system	All	Superintendent, IT Department	August-July	Local Funds	Report documenting calls made	Parent surveys support effective communication
Review Emergency Response Plans: <ul style="list-style-type: none"> • Fire Drill • Shelter in Place • Severe Weather • Building Evacuation • Site Evacuation • Off-Site Evacuation • Telephone Logs • Student Lists 	All					

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Performance Objective B: The district will maintain a continuous cycle of improvement through review and evaluation of the safe and orderly environment policy and procedures established.

Performance Objective C: The district will ensure the safety of all students, faculty, and staff.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Staff members will ensure that visitors check-in at the office to sign visitors log and receive a visitor's pass	All	Directors, Admins	Monitored Daily	Local Funds	Daily sign-in sheet	Number of incidents of a campus intruder
Annual safety inspections and preventions	All	Superintendent, The University of Texas at Tyler Designee	August-July	Local Funds	Inspection reports	Number of accidents reported
Provide guidance services for identified students	All	Campus Designee	August-July	Local Funds	Documentation of visits	Increased well-being of identified students
Training on Bloodborne pathogens and annual CPR/AED training	All	School Nurse	September	Local Funds	Completion certificates	Staff
At least one director will attend University of Texas at Tyler DSL meeting each month and relay safety information to other campus directors	All	Director	August-July	Local Funds	DSL Minutes	Increase in safety awareness
An Elementary, Middle, and High School student of the month will be recognized	All	Teachers, Director, Admin	September-May	Local Funds	Documentation of selected students	Increase of positive characteristics of students

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District Goal #4: At The University of Texas at Tyler Innovation Academy, partnerships between the school and home will be promoted to ensure a quality educational experience.

Performance Objective A: The district will develop practices to encourage parent involvement.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Host meet the teacher night on each campus	All	Directors, Teachers	August	Local Funds	Sign-in sheets, Flyers	Parent participation
Invite parents to serve on the Design Team committee	All	Superintendent, Directors	August- June	Local Funds	Sign-in sheets, Letters	Parents involved in district decisions
Host parent meetings throughout the year on each campus	All	Directors, Teachers	August- June	Local Funds	Sign-in sheets	Parent participation
Host parent/student/teacher conferences each semester	All	Directors, Teachers	August- June	Local Funds	Sign-in sheets	Participation and improved academic performance
Invite parents to participate in Project Based Learning (PBL) presentation days	All	Directors, Teachers	August- June	Local Funds	Schedule of Presentations	Understanding of PBL process and content
Schedule trainings to provide parents with technology assistance	All	Directors, Teachers, IT Staff	August- June	Local Funds	Sign-in sheets	Ability to utilize technology
Host enrollment days on each campus	All	Directors, Teachers, District Administration	August	Local Funds	Sign-in sheets	Enrollment documentation completed accurately
Utilize Haiku Learning to communicate to parents	All	Directors, Teachers	August- June	Local Funds	Haiku Learning Pages	Parents feel prepared to assist their child
Host Open House each semester	All	Director/Teacher	August-June	Local Funds	Sign-in sheets	Parent Participation

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Provide parents' access to Haiku Learning to view student grades and assignments	All	Directors, Teachers, IT Department	August-June	Local Funds	Haiku Learning grade book	Parents understand academic performance
Develop parent/student/teacher At-Home Learning Contract	All	Design Team	August	Local Funds	Signed contracts	Increase in participation of At-Home Learning assignments
Schedule a parent night on each campus to review campus and district STAAR Data	All	Superintendent, Directors	First Semester	Local Funds	Sign-in sheet	Understanding of accountability system of performance
Survey parents on district performance	All	Superintendent	Second Semester	Local Funds	Completed surveys	Analysis of survey results presented to Board and Design Team
Maintain up-to-date information on the district website	All	Superintendent, Directors, IT Department	August-July	Local Funds	Up-dates submitted through helpdesk	Website is up-to-date with current information
Utilize the automated Skylert call system to communicate to parents	All	Superintendent, Directors, IT Department	August-July	Local Funds	Schedule of calls/recordings	System report analyzing connections made
Provide training for parents through a variety of formats to reinforce the importance of parent involvement in their child's education	All	Directors, Teachers	August-July	Local Funds	Schedule of trainings and sign-in sheets	Increase parent involvement
Director send out monthly newsletter of important dates and items occurring during the month to parents	All	Director	August-June	Local Funds	Copy of newsletter	Increased parental involvement

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District Goal #5: At The University of Texas at Tyler Innovation Academy, district attendance will continue to improve.

Performance Objective A: The district will maintain or exceed a 97% attendance rate.

Performance Objective B: The district will develop systems to monitor and report truancy.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Contact parents of students who are absent through Skylert System	All	Superintendent, IT Department	August-July	Local Funds	Attendance Records in Skyward	<ul style="list-style-type: none"> • Increase attendance percentage
Review and update legal and local policies concerning attendance	All	Superintendent, PEIMS Coordinator	August-July	Local Funds	Attendance Handbook Developed	<ul style="list-style-type: none"> • Increase attendance percentage
Contact parents of students who are consistently absent	All	Directors, Admins	August-June	Local Funds	Documentation of Contact	<ul style="list-style-type: none"> • Increase attendance percentage
Educate parents and students on the laws regarding attendance	All	Superintendent, Directors, Admins, PEIMS Coordinator	August-June	Local Funds	Letter in enrollment packet	<ul style="list-style-type: none"> • Increase attendance percentage
Develop procedures to address students who are consistently absent	All	Superintendent, PEIMS Coordinator	July	Local Funds	Documentation of procedures	<ul style="list-style-type: none"> • Increase attendance percentage
Work with The University of Texas at Tyler Police Department to address truancy problems	All	Superintendent, PEIMS Coordinator,	August-June	Local Funds	Issue of citations	<ul style="list-style-type: none"> • Decrease in truancy
Enter attendance in Skyward to aide in consistent and accurate record keeping	All	Admins, Directors Teachers, Admins	August-June	Local Funds	Attendance Reports	<ul style="list-style-type: none"> • Decrease in attendance accounting mistakes
Provide incentive each term for students who have perfect attendance for that term	All	Admins, Director	August-June	Local Funds	Attendance Reports	<ul style="list-style-type: none"> • Increase attendance percentage
Perfect Attendance Competition at Snapshot time	All	Director, Teacher, Admin	August-June	Local Funds	Attendance Reports	<ul style="list-style-type: none"> • Increase attendance percentage

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District Goal #6: At The University of Texas at Tyler Innovation Academy, the district will provide necessary resources to implement initiatives to ensure every student will achieve personally challenging goals in academics, interests, and career aspirations.

Performance Objective A: The district will ensure that 100% of students are provided resources to support academic goals.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Provide prompt and adequate technological support to student	All	Teachers, IT Department	August-June	Local Funds	Tickets inputted through helpdesk	Data showing completed tickets through helpdesk
Provide students with Chromebooks	6 th -10 th Grade Students	IT Department	August-June	Local Funds	Purchase of Chromebooks	Chromebooks checked out to students
Provide students iPads	3 rd – 5 th Grade Students	IT Department	August-June	Local Funds	Purchases of iPads	iPads checked out to students
Provide students with continuous technology training	All	Teachers, IT Department	August-June	Local Funds	Observations made through walkthrough	Proficient use of technology
Utilize wireless connectivity at each campus to enable students and teachers' accessibility to technology	All	IT Department	August-July	Local Funds	Students connected to wireless	Students accessing material through internet
Students will be provided with paper/electronic books needed for class (including dual credit)	All	District Librarian, Teacher	August- June	Local Funds	Purchase of Books	Student accessing resources

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District Goal #7: At The University of Texas at Tyler Innovation Academy, the district will promote high quality, ongoing professional staff development and strategies to maintain highly qualified teachers.

Performance Objective A: The district will ensure that 100% of teachers are highly qualified.

Performance Objective B: The district will provide on-going staff development that will ensure that 90% of students in each student group will meet or exceed STAAR expectations.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Obtain highly qualified teachers in core academic areas	Teachers	Superintendent, Assistant Superintendent, Directors	August- July	Local Funds, Title 1 Funds	Highly Qualified Staff Assigned to Core Academic Areas	Highly Qualified Report
Provide incentives to attract highly qualified staff <ul style="list-style-type: none"> • Health insurance provided • Free college tuition for employees and immediate family • Competitive salary 	Teachers	Superintendent, Assistant Superintendent, Directors	August- July	Local Funds	Highly Qualified Staff Assigned to Core Academic Areas	Highly Qualified Report
Provide teachers opportunity to get Master's Degree from The University of Texas at Tyler free of charge	Teachers	The University of Texas at Tyler	August- July	Local Funds	Teachers enrolled in Master's Program	Teachers obtain Master's Degree
Provide teachers/Directors opportunity to attend the Science Technology Engineering Math STEM Conference	Teachers, Directors	Superintendent, Assistant Superintendent	February	Local Funds	Conference attendance report	Teachers implement learning into practice
Provide teachers/Directors opportunity to attend PLTW Conference	Teachers, Director	Superintendent, Assistant Superintendent	January	Local Funds	Conference and Attendance Report	Teachers implement learning into practice

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Performance Objective B: The district will provide on-going staff development that will ensure that 90% of students in each student group will meet or exceed STAAR expectations.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Provide staff development to meet State Requirements: <ul style="list-style-type: none"> • Confidentiality • Science Safety Update • Bloodborne Pathogens • Child Abuse/Neglect 	Staff	Superintendent, Directors	August	Local Funds	Sign-in sheets	Certificates of Completion
Provide staff development opportunities for all staff members in a variety of methods: <ul style="list-style-type: none"> • Local • Online • Video Conferencing • Ingenuity Center 	Teachers	Superintendent, Assistant Superintendent	August-July	Local Funds	Completed Registrations	Certificates of Completion
Provide teachers training to support the school instructional model: <ul style="list-style-type: none"> • Project Based Learning • Flipped Model • Study of State Standards 	Teachers	Assistant Superintendent, Master Teachers, Curriculum Instruction Coaches	August-July	Local Funds	Sign-in sheet, Agendas	Implementation of instructional model
Provide staff with training for STAAR standards	Staff	Testing Coordinator	Spring	Local Funds	Sign-in sheet	Understanding of accountability system

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Performance Objective A: The district will ensure that 100% of teachers are highly qualified.

Performance Objective B: The district will provide on-going staff development that will ensure that 90% of students in each student group will meet or exceed STAAR expectations.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Teacher Evaluations completed with district created forms	Teacher	Directors, Content Coaches	September-May	Local Funds	Completed Evaluation forms	Improved performance in targeted areas
Provide opportunity for teachers to be promoted to Master Teachers through a promotion process	Teachers	Superintendent, Assistant Superintendent, Directors	August-July	Local Funds	Portfolios Submitted for Review	Teachers promoted to Master Teachers
Provide staff training on technology equipment and programs available for instruction	Teachers	IT Department	August-July	Local Funds	Sign-in sheets	Increase integration of technology
Provide teachers training in DMAC –to analyze student performance on STAAR, CIAs, and benchmark assessments	Teachers	Assistant Superintendent, Region VII Consultants	August-July	Local Funds	Data inputted in DMAC	Increase academic performance
Provide prompt and adequate technology support for staff members	Teachers	IT Department	August-July	Local Funds	Tickets entered to helpdesk	Tickets completed

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Performance Objective B: The district will provide on-going staff development that will ensure that 90% of students in each student group will meet or exceed STAAR expectations.

Activities	Special Population	Person Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Use network automated E-mail system and website to communicate with district employees	Teachers	IT Department	August-July	Local Funds	Documentation of Emails	Surveys supporting effective communication
Provide teachers training in Haiku Learning	Teachers	Assistant Superintendent, Haiku Designee	August-July	Local Funds	Lessons in Haiku Learning	Increase academic performance
Provide teachers with iPads and Mac Books/Chromebooks	Teachers	Assistant Superintendent, IT Department	August-July	Local Funds	Devices checked-out	Increase in technology integration
Provide teachers Gifted Talented Training	Teachers	Assist Superintendent	August-July	Local Funds	Gifted Talented Certificates	Increase academic performance
Provide paraprofessionals with required training to ensure they are highly qualified	Para	Directors	August-July	Local Funds, Title 1	Training Certificates	Increase academic performance
Provide opportunity for Director to attend Charter Summit	Director	Superintendent, Assistant Superintendent	June	Local Funds	Training Certificates	Increase understanding of Charter Schools and Practices