

District/Campus Improvement Plan

South Plains Academy Charter District

152-803-001

2014-2016

engage!

Nondiscrimination Notice:

South Plains Academy does not discriminate on the basis of race, religion, color, national origin, sex, academic ability, 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.

Summary

The Leadership Team (LT) began working on a Comprehensive Needs Assessment for South Plains Academy Charter District (SPA) in the Spring of 2014 to establish prioritized needs for the Priority Schools Improvement Plan and to focus the district on school improvement success as well as identify areas of need. The LT consisted of administrators, faculty, staff, and PSP.

A comprehensive needs assessment addressing campus student performance on the 2014 Texas Accountability Performance Report (TAPR) and other appropriate measures of performance were disaggregated. The SPA LT made recommendations for the 2014-2016 District/Campus Improvement Plan based on the following data:

- EOC Student Performance Results – (Academic Performance)
- Course Completion and Student Grades – (Academic Performance)
- Graduation Rates – (Academic Performance)
- Dropout Rates – (Academic Performance)
- Common Formative Assessments – (Use of Quality Data to Drive Instruction)
- Curriculum Based Assessments - (Use of Quality Data to Drive Instruction)
- SAPI Strategic Benchmark Testing – (Use of Quality Data to Drive Instruction)
- Program Evaluations – (Academic Performance/Leadership Effectiveness)
- Special Programs Evaluation – (Academic Performance/Leadership Effectiveness)
- Curriculum Implementation Data – (Academic Performance)
- Lesson Plans/Teaching Strategies – (Teacher Quality)
- District/Campus Intervention Program—(Increased Learning Time)
- Class Size Evaluation – (Increased Learning Time)
- Evaluation of Flexible Scheduling – (Increased Learning Time)
- Evaluation of Staff Collaborative Planning time or PLC's – (Increased Learning Time)
- Evaluation of Enrichment Activities for Students – (Increased Learning Time)
- District/Campus Curriculum Resources – (Academic Performance/Leadership Effectiveness)
- Evaluation of Technology Resources and Implementation – (Academic Performance/Leadership Effectiveness)
- Leadership Walkthrough Documentation – (Teacher Quality)
- Instructional Coaching Walkthrough and Documentation – (Teacher Quality/Leadership Effectiveness)
- Professional Development Program for Faculty – (Teacher Quality/Leadership Effectiveness)
- Professional Development Program for Administration/Lead Teachers – (Leadership Effectiveness)
- Staffing Patterns – (Teacher Quality/Leadership Effectiveness)
- Staff Turnover Patterns – (Teacher Quality/Leadership Effectiveness)
- Student/Staff Attendance – (School Climate)
- Student/Staff Tardiness – School Climate)
- Disciplinary Referrals/Disciplinary Actions – (School Climate)
- District/Campus Demographics by Subgroups – (Use of Quality Data to Drive Instruction)
- District Feeder Pattern – (Use of Quality Data to Drive Instruction)

- Parent Surveys – (School Climate)
- Student Surveys – (School Climate)
- Faculty Surveys – (School Climate)
- District/Campus Extracurricular Activities – (Family and Community Engagement)
- Parent/Community Attendance and Participation in District/Campus Activities – (Family and Community Engagement)
- District/Campus Offerings for Parents and Community – (Family and Community Engagement)
- Communities in Schools Program Evaluation – (Family and Community Engagement)
- Student Level Review of 2013-14 All Students – (Use of Quality Data to Drive Instruction)
- Performance Based Monitoring/PBMAS Documentation – (Academic Performance)
- Implementation of PBIS – (School Climate)
- TTIPS 90 Day Plans – (All CSF's)
- TTIPS Quarterly Implementation Reports – (All CSF's)
- TTIPS Annual Performance Goals – (All CSF's)
- Campus Snapshot – (All CSF's)
- Evaluation of Financial and Accounting Practices – (Leadership Effectiveness)
- Administrator Evaluations – (Leadership Effectiveness)
- Teacher/Staff Evaluations – (Teacher Quality/Academic Performance)
- Review of District/Campus Processes and Procedures
- Information from Parent Advisory Council and the Local Management Advisory Board
- Region 20 Education Service Center CINA Tool for Program Evaluation (All CSF')

Purpose of Charter School in Texas

According to the enabling legislation, the purpose of open-enrollment charter schools is to create high performing learning communities, with improved student performance and other positive results through this new governance structure that is freed from many districts and state regulations. Open-enrollment charter schools are intended to increase consumer choice within the public education system, and more importantly, these schools are meant to encourage innovation in teaching and learning practices in order to improve performance.

Vision of Student Alternatives Program Inc. (SAPI) Charter Schools

The vision of SAPI's charter schools is to offer educational programs in a community-based, non-traditional setting in which teachers are free to be creative and innovative and students are free to explore their full potential. The charter also envisions a school in which staff, students, parents, and the local community have a deep sense of ownership through the knowledge that they will have the ability to truly be part of the educational community.

Mission of South Plains Academy Charter District

The mission of South Plains Academy is to teach students to become respectable, responsible citizens who value their self-worth, respect others and realize the importance of hard work and the continuation of learning throughout their lives.

Prioritized Needs/Focus Areas for School Improvement Plan

Need 1: SPA has a need to develop improved teacher recruitment and selection processes and procedures to improve quality teaching.

Need 2: SPA has a need to improve the implementation of attendance policies and procedures to improve student achievement.

Need 3: SPA has a need to improve the implementation of effective classroom management strategies and engaging activities.

Need 4: SPA has a need to appropriately plan for accommodations/modifications to meet the needs of special population students.

Need 5: SPA has a need to develop a program to support workforce readiness and post-secondary educational opportunities.

Highlighted in YELLOW in CIP

Campus Name: **South Plains Academy**

Campus Number: **152-803-001**

Date of Campus Level Approval: **August 1, 2014**

Date of Local Management Advisory Board (LMAB) Approval: **November 10, 2014**

Date of Parent/Community Input and Approval: **October 16, 2013**

Date of State Charter School Board (SCSB) Approval: **November 15, 2014 (Tentative)**

YELLOW HIGHLIGHT DENOTES SPECIFIC SCHOOL IMPROVEMENT ACTIVITIES FOR PRIORITIZED NEED/FOCUS AREAS

1. CSF: IMPROVE ACADEMIC ACHIEVEMENT

APG: Increase and/or maintain End of Course (EOC) scores to meet or exceed the following standards for all subgroups (All Students, African American, Hispanic, White, Economically Disadvantaged, Special Education, and Limited English Proficient).

Alternative State Accountability Standards:	13-14 Standards	2014 Performance
Index 1	30	47
Index 2	N/A	N/A
Index 3	11	28
Index 4	33	100
Safeguards	24/24	71%

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
1.1	Continue to maintain a balanced class size to achieve a ratio no greater than 20:1	S. Carothers M. Garcia	8/25	5/29	<ul style="list-style-type: none"> -Class Schedules -Student Rosters -Attendance Rosters -Enrollment /Recruitment Activities -Parent Liaison -Communities in Schools <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Funds (2 FTE's) \$83,072 -HS Allotment Funds (1 FTE's) \$33,841 -SCE Funds (1 FTE's) \$42,000 -CTE Funds (1.5 FTE's) \$49,612 -SPED Funds (2 FTE's) \$74,250 -PRS Funds (1.5 FTE's) \$19,000 -Regular 420 Funds (7 FTE's) \$267,744 <p><i>(Title IA funds support teachers in Science and Social Studies)</i></p>	<ul style="list-style-type: none"> -Class schedules that reflect student teacher ratio of no more than 20:1 per class period -Success on EOC -Student progress on CBA's -Student profess checks -Student mastery tracking documents -Budget summary and expenditure reports 	<ul style="list-style-type: none"> 9/19/14 10/31/14 1/7/15 3/27/15

1.2	Implement the Engage! Learning Model (ELM) a project based learning platform to improve student engagement and academic success	S. Carothers L. Jack	8/15	5/29	<ul style="list-style-type: none"> -ELM Summer Collaborative Cohort Training (Corpus Christi) -ELM Collaborative Cohort Training Session II (October) -Technology resources -Appropriate furniture to support collaborative teaming (completed during summer 2014) -16 Days of ELM Instructional Coaching on campus -Classroom/teacher resources -Instructional Program Director who is trained in ELM -Supplies and materials -ELM resources <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Fund \$174 from 6200 & \$1,000 from 6400 -Title IIA Fund \$12,145 from 6400 -SCE \$10,718 from 6300 and \$2,000 from 6400 -Regular 420 Fund \$22,371 from 6300 	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC 	<p>Monthly with LT</p> <ul style="list-style-type: none"> -8/22/14 -9/22/14 -10/27/14 -11/17/14 -12/15/14 -1/5/15 1/26/15 2/16/15 3/30/15 4/13/15 5/11/15 6/8/15
1.3	<p>Targeted students will be assigned various tiered intervention levels based on data analysis of student assessments.</p> <ul style="list-style-type: none"> • Tier I interventions will utilize differentiation within the regular classroom setting • Tier II interventions will include increased time utilizing ELM • Tier III interventions will consist of extended learning time on Saturday or other time outside of class for intervention 	S. Carothers L. Jack M. Garcia	8/25	5/29	<ul style="list-style-type: none"> -Supplies and materials Training on ELM -Teacher planning time -PLC meetings -Technology resources -DMAC/TAG STAAR ONE -ELM resources <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Priority School Funds \$12,000 	<ul style="list-style-type: none"> -Unit designs in eStudio -Administrative walkthroughs -PLC agendas and minutes -Student progress on CBA's -Instructional coaching documentation -Success on EOC -Saturday School/ Intervention schedule/ attendance/curriculum -Student progress checks -Student mastery tracking documents 	<ul style="list-style-type: none"> -Review every quarter (October, January, April) -Review after each CBA assessment

1.4	Integration of new technology resources into corer classroom instruction to support ELM	S. Carothers L. Jack E. Williams	8/25	5/29	<ul style="list-style-type: none"> -Technology resources -ELM Instructional coach -Teacher planning time -PLC Meetings -ELM Resources <p>Funding Resources: -Regular 420 Funds \$10,000</p>	<ul style="list-style-type: none"> -Unit designs in eStudio -Administrative walkthroughs -PLC agendas and minutes -Student progress on CBA's -Instructional coaching documentation -Success on EOC -Saturday School/ Intervention schedule/ attendance/curriculum -Student progress checks -Student mastery tracking documents 	-Review every quarter (October, January, April)
1.5	Develop and implement a systemic program for college and career readiness	Carothers L. Jack M. Garcia	8/25	5/29	<ul style="list-style-type: none"> -Supplies and materials -Technology resources -Staff preparation time -Communities in Schools -Parent Liaison -Communication with various local college/universities -Communication with DARS -Communication with Texas Workforce Commission <p>Funding Resources: -Regular 420 Funds \$3,000</p>	<ul style="list-style-type: none"> -Completion of career inventories -Participation in college and career fairs -Participation in dual credit coursework -Attendance rates -Perceptual data surveys 	-Review every quarter (October, January, April)
1.6	ELM instructional coaching to provide focused embedded professional development to ensure implementation fidelity of the PBL model.	L. Jack	8/25	5/29	<ul style="list-style-type: none"> -ELM instructional coaching (16 days) -Supplies and materials -Technology resources -Preparation/work time -PLC meetings -Training conferences -DMAC/TAG -ELM resources <p>Funding Resources: -Title IA Priority Funds \$4,000 -Title IIA \$8,000 -Regular 420 Funds \$5,000</p>	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC 	<p>-Monthly</p> <p>-Review every quarter (October, January, April)</p>

1.7	Provide PRS/CEHI academic services to students who are pregnant or in the postpartum period after birth	S. Carothers A. Garcia	8/25	5/29	<ul style="list-style-type: none"> -Technology Resources -Curriculum resources and supports -PRS Teacher/Liaison -Preparation and work time -Supplies and materials -Assessment resources -Travel time and reimbursements -ELM resources <p>Funding Resources: -PRS Funds \$2,226 -Regular 420 Funds \$1,000</p>	<ul style="list-style-type: none"> -Travel logs and documentation of services -Student progress on CBA's -Success on EOC -Grade reports -Credit acquisition -Graduation rate 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)
1.8	Implementation of SPED co-teachers into core academic classrooms to support the ELM model and support student learning in meeting accommodations and modifications (2 SPED Certified Teachers and 1 SPED Teaching Assistant)	S. Carothers L. Jack	8/25	5/29	<ul style="list-style-type: none"> -Preparation and work time -ELM resources -ELM training -Curriculum resources and supports\ -Supplies and materials -Co-teaching support schedule <p>Funding Resources: -SPED Funds (2 FTE's) \$74,250</p>	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC -Inclusion Logs -Classroom sign in/out sheets 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)

Note: There are many activities under other goal statements that also support student academic achievement.

2. CSF: INCREASE THE USE OF QUALITY DATA TO DRIVE INSTRUCTION

APG: 100% of SPA core teachers will use a variety of data sources to support instructional decisions and intervention strategies.

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
2.1	<p>Utilize student progress checks and student mastery tracking tools as part of the ELM process</p> <ul style="list-style-type: none"> Utilize student project rubrics Progress checks will be determined during unit design and placed in eStudio Maintain a student mastery tracking tool for each student to show mastery of grade/content level TEKS 	S. Carothers L. Jack	8/25	5/29	<p>-ELM rubric training -ELM instructional coaching -eStudio access -Assessment calendar in eStudio -Teacher planning time -PLC Meetings</p> <p>Funding Resources: -Regular 420 Funds \$1,500</p>	<p>-Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC</p>	-Review every quarter (October, January, April)
2.2	Curriculum Based Assessments (CBA's) will be administered and contain questions that address the student expectations (SE) at the EOC level of rigor	S. Carothers L. Jack	8/25	5/29	<p>-ELM Resources -STAAR ONE -DMAC/TAG -Assessment calendar -PLC Meetings -Instructional coach -eStudio</p> <p>Funding Resources: -Regular 420 Funds \$500</p>	<p>-Development of CBA -Collection of data -Tracking of student data through student mastery tracking documentation -Success on EOC -Student success on CBA's -Administrative walkthroughs -PLC agendas and minutes</p>	-Review every quarter (October, January, April)
2.3	CBA's, progress checks, and student mastery documents will be utilized to develop appropriate tiered interventions to ensure student success	S. Carothers L. Jack	8/25	5/29	<p>-Supplies and materials -Training on ELM -Teacher planning time -PLC meetings -Technology resources -DMAC/TAG -STAAR ONE -ELM resources</p>	<p>-Unit designs in eStudio -Administrative walkthroughs -PLC agendas and minutes -Student progress on CBA's -Instructional coaching documentation -Success on EOC -Saturday School/ Intervention schedule/ attendance/curriculum -Student progress checks -Student mastery tracking</p>	<p>-Review every quarter (October, January, April)</p> <p>-Review after each CBA assessment</p>

					Funding Resources: -Title IA Priority School Funds \$12,000	documents	
2.4	Provide job embedded training for core teachers to support the use of data to make instructional decisions (ELM instructional coaching)	L. Jack	8/25	5/29	-Teacher planning time -Technology resources -Substitutes -PD calendar -PLC Meetings Funding Resources: -Title IA Funds \$500 -Regular 420 Funds \$500	-Certificates of completion -Student success on CBA's -Administrative walkthroughs -Success on EOC -PLC agendas and minutes -Results and reports from instructional coach	-Review every quarter (October, January, April) -Review after each CBA assessment
2.5	Content specific PLC meetings will be held four times per 9 week period for the purpose of analyzing data to inform instructional planning.	L. Jack	8/25	5/29	-PLC meeting documents -Time for PLC meetings -PLC planning and monitoring documents -Technology resources -CBA data/ results Funding Resources: -Regular 420 Funds \$1,000	-Improved planning and delivery of ELM designed units -Evaluation of ELM unit rubrics -Student success on CBA's -Success on EOC -Administrative walkthroughs -PLC agendas and minutes	-Review every quarter (October, January, April)

3. CSF: INCREASE LEADERSHIP EFFECTIVENESS

APG: SPA will increase participation in leadership development opportunities to build Teacher Leaders and grow existing leadership team members

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
3.1	<p>Participate in Leadership conferences</p> <ul style="list-style-type: none"> Advancing Improvement in Education (<i>Academy Director, and identified emerging teacher leaders</i>) Learning Forward Conference (<i>Academy Director, Instructional Program Director, and identified emerging teacher leaders</i>) Texas Assessment Conference (<i>Counselor, Instructional Program Director, Testing Coordinators, emerging teacher leaders</i>) TASSP Conference (<i>Academy Director, Instructional Program Director, identified emerging leadership</i>) ELM Collaborative Cohort Training Session I and II ELM Coaches Academy Training Special program updates on assessment, testing, accommodations, modifications, etc. Other trainings as requested based on an identified concern/problem that arises through data analysis and constant monitoring of student data 	S. Carothers	8/25	5/29	<p>-Leadership travel/ planning time -Technology resources -Substitutes -PD calendar -SAPI central office support and training staff -ELM resources -ELM training -ELM instructional coach</p> <p>Funding Resources: -Title IA Priority School Funds \$10,000 -Title IIA Funds \$3,000 -Regular 420 Funds \$2,000</p>	<p>-Certificates of completion -Implementation of new learning and ideas -Success on EOC -Changes/adjustments in structures and processes</p>	-Review every quarter (October, January, April)

3.2	<p>Clear and transparent communication and collaboration with all stake holders</p> <ul style="list-style-type: none"> • “Family Meetings” • E-mail communication • PLC Meetings • Weekly faculty/staff newsletter “Monday Madness” (weekly) • Report Card Nights (every 9 weeks) • Local Management Advisory Board (monthly) • Parent Advisory Council (monthly) • State Charter School Board (SCSB) meetings quarterly 	S. Carothers L. Jack	8/1	7/30	<p>-“Family Meeting” dates and times</p> <ul style="list-style-type: none"> -Supplies and materials -PLC meetings -Technology resources -Food for LMAB, PAC, and Report Card Nights -Travel time -Travel expenses -Parent incentives for attendance -Student incentives for attendance <p>Funding Resources: -Regular 420 Funds \$4,200</p>	<ul style="list-style-type: none"> -Meeting sign-in sheets -Meeting agendas -Meeting minutes -Schedule/calendar of meetings -Student newsletter produced and disseminated -Administrative walkthroughs -Teacher perceptual survey 	<p>-Monthly</p> <p>-Review every quarter (October, January, April)</p>
3.3	<p>Campus administration will implement a consistent walkthrough calendar and process to provide feedback and provide ELM support for classroom teachers in a timely manner</p>	S. Carothers L. Jack	8/26	5/29	<ul style="list-style-type: none"> -Walkthrough documentation -Teacher debrief documentation -Technology resources -ELM coaching documentation -ELM resources -Assessment resources <p>Funding Resources: -Regular 420 funds \$500</p>	<ul style="list-style-type: none"> -Review of eStudio units -Administrative walkthroughs -Teacher debrief documentation -Teacher improvement documentation -Coaching schedule/meetings -Student progress on CBA’s -Success on EOC -Targeted professional development plans -Observation of ELM implementation 	<p>-Review every quarter (October, January, April)</p>

3.4	Administration will build a campus culture of success by implementing Capturing Kids' Hearts and building cultural capacity through a shared core value belief system with all members of the faculty and staff that will drive decision making for the campus	S. Carothers	8/25	5/29	<ul style="list-style-type: none"> -Core Beliefs/Call to Action/Learner Profile/Learner Outcome development (August 2014) -Process Champions training (August 2014) -Administrative walkthroughs <p>Funding Resources: -Regular 420 Funding \$1,000</p>	<ul style="list-style-type: none"> -Observation of Capturing Kids' Hearts implementation in the classroom and in the hallways (handshakes, social contracts, etc.) -Administrative walkthroughs -Coaching reports -Student progress on CBA's -Attendance reports -Student success on EOC -"Family Meeting" documentation/sign in sheets -Student surveys -Staff surveys -Parent/Community surveys 	-Monthly
3.5	<p>Diagnostician and other leadership for SPA will attend the Council for Exceptional Children 2015 Conference in San Diego, CA in April 2015</p> <p>Amended 2/2/15 based on progress monitoring</p>	S. Carothers	4/4	4/30	<ul style="list-style-type: none"> -Leadership travel/planning time -Technology resources -Substitutes if necessary -PD calendar -SAPI central office support and training staff <p>Funding Resources: SPED Education State funding 420-11-6411-00-001-523-000</p>	<ul style="list-style-type: none"> -Certificates of completion -Implementation of new learning and ideas -Success on EOC -Changes/adjustments in structures and processes 	-Review every quarter (October, January, April)

4. CSF: INCREASE LEARNING TIME

APG: SPA will utilize at least 98% of classroom period for accountable instruction.

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
4.1	Academy Director and Instructional Program Director will conduct walkthroughs on a consistent basis to monitor the effective use of instructional time and conduct follow up debrief sessions to support the implementation of ELM	S. Carothers L. Jack	8/25	5/29	-Walkthrough documents -Teacher debrief documents -Technology resources -ELM coach documentation -Curriculum resources -Assessment resources -ELM resources Funding Resources: -Regular 420 Funding \$500	-Review of eStudio units -Administrative walkthroughs -Teacher debrief documentation -Teacher improvement documentation -Coaching schedule/meetings and debrief documentation -Student progress on CBA's -Success on EOC -Targeted professional development plans -Observation of ELM teaching strategies that will impact student achievement	-Monthly
4.2	Implement the Engage! Learning Model (ELM) a project based learning platform to improve student engagement and academic success	S. Carothers L. Jack	8/15	5/29	-ELM Summer Collaborative Cohort Training (Corpus Christi) -ELM Collaborative Cohort Training Session II (October) -Technology resources -Appropriate furniture to support collaborative teaming (completed during summer 2014) -16 Days of ELM Instructional Coaching on campus -Classroom/teacher resources	-Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC	Monthly with LT -8/22/14 -9/22/14 -10/27/14 -11/17/14 -12/15/14 -1/5/15 1/26/15 2/16/15 3/30/15 4/13/15 5/11/15 6/8/15

					<ul style="list-style-type: none"> -Instructional Program Director who is trained in ELM -Supplies and materials -ELM resources <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Fund \$174 from 6200 & \$1,000 from 6400 -Title IIA Fund \$12,145 from 6400 -SCE \$10,718 from 6300 and \$2,000 from 6400 -Regular 420 Fund \$22,371 from 6300 		
4.3	ELM instructional coaching to provide focused embedded professional development to ensure implementation fidelity of the PBL model.	L. Jack	8/25	5/29	<ul style="list-style-type: none"> -ELM instructional coaching (16 days) -Supplies and materials -Technology resources -Preparation/work time -PLC meetings -Training conferences -DMAC/TAG -Curriculum resources and supports -ELM resources <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Priority Funds \$4,000 -Title IIA \$8,000 -Regular 420 Funds \$5,000 	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)

4.4	<p>Targeted students will be assigned various tiered intervention levels based on data analysis of student assessments.</p> <ul style="list-style-type: none"> • Tier I interventions will utilize differentiation within the regular classroom setting • Tier II interventions will include increased time utilizing ELM • Tier III interventions will consist of extended learning time on Saturday or other time outside of class for intervention 	S. Carothers L. Jack M. Garcia	8/25	5/29	<p>-Supplies and materials Training on ELM -Teacher planning time -PLC meetings -Technology resources -DMAC/TAG STAAR ONE -ELM resources</p> <p>Funding Resources: -Title IA Priority School Funds \$12,000</p>	<p>-Unit designs in eStudio -Administrative walkthroughs -PLC agendas and minutes -Student progress on CBA's -Instructional coaching documentation -Success on EOC -Saturday School/ Intervention schedule/ attendance/curriculum -Student progress checks -Student mastery tracking documents</p>	<p>-Review every quarter (October, January, April)</p> <p>-Review after each CBA assessment</p>
4.5	<p>Implementation of SPED co-teachers into core academic classrooms to support the ELM model and support student learning in meeting accommodations and modifications (2 SPED Certified Teachers and 1 SPED Teaching Assistant)</p>	S. Carothers L. Jack	8/25	5/29	<p>-Preparation and work time -ELM resources -ELM training -Curriculum resources and supports\ -Supplies and materials -Co-teaching support schedule</p> <p>Funding Resources: -SPED Funds (2 FTE's) \$74,250</p>	<p>-Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC -Inclusion Logs -Classroom sign in/out sheets</p>	<p>-Monthly</p> <p>-Review every quarter (October, January, April)</p>
4.6	<p>CBA's, progress checks, and student mastery documents will be utilized to develop appropriate tiered interventions to ensure student success</p>	S. Carothers L. Jack	8/25	5/29	<p>-Supplies and materials -Training on ELM -Teacher planning time -PLC meetings -Technology resources -DMAC/TAG STAAR ONE</p>	<p>-Unit designs in eStudio -Administrative walkthroughs -PLC agendas and minutes -Student progress on CBA's -Instructional coaching documentation -Success on EOC -Saturday School/ Intervention schedule/ attendance/curriculum</p>	<p>-Review every quarter (October, January, April)</p> <p>-Review after each CBA assessment</p>

					-ELM resources Funding Resources: -Title IA Priority School Funds \$12,000	-Student progress checks -Student mastery tracking documents	
4.7	Content specific PLC meetings will be held four times per 9 week period for the purpose of analyzing data to inform instructional planning.	L. Jack	8/25	5/29	-PLC meeting documents -Time for PLC meetings -PLC planning and monitoring documents -Technology resources -CBA data/ results Funding Resources: -Regular 420 Funds \$1,000	-Improved planning and delivery of ELM designed units -Evaluation of ELM unit rubrics -Student success on CBA's -Success on EOC -Administrative walkthroughs -PLC agendas and minutes	-Review every quarter (October, January, April)

5. CSF: FAMILY AND COMMUNITY ENGAGEMENT

APG: SPA will increase parent/stakeholder involvement to 12 events for 2014-2015 and to 15 events for 2015-2016.

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
5.1	Campus climate surveys will be distributed to parents to determine perceptions	S. Carothers	8/25	6/30	-Parent surveys -Student surveys -Teacher surveys -Postage -Technology resources -Parent incentives -Student incentives Funding Resources: -Regular 420 Funds \$2,500	-Data for aggregated surveys -Survey calendar/schedule	-October 2014 -January 2015 -May 2015 -Review every quarter (October, January, April)
5.2	Report Card Nights conducted at the end of each 9-week grading period	S. Carothers L. Jack M. Garcia C. Lee S. Valdez Other Staff	10/4	6/1	-Supplies and materials -Parent incentives -Student incentives -Food -Technology resources Funding Resources: -Regular 420 Funds \$1,000	-Agendas -List of activities -Teacher sign in sheets -Parent/student sign in sheets	-Thursday following the end of each 9-week report period -Review every quarter (October, January, April)
5.3	Continue to increase opportunities for parent involvement and input through the Parent Advisory Council (PAC) meetings	S. Carothers S. Valdez	8/25	5/29	Supplies and materials -Food -Technology resources Funding Resources: -Regular 420 Funds \$500	-PAC agendas and minutes -Sign in sheets for PAC attendance	-1 meeting per month -Review every quarter (October, January, April)

5.4	Development of an ELM Advisory Board to provide input into the implementation of ELM	S. Carothers	10/1	6/30	-Supplies and materials -Food -Technology Resources Funding Resources: -Regular 420 funds \$500	-Agendas and minutes -Sign in sheets -Attendance sheets -Input being implemented in classrooms through eStudio unit evaluation and administrative walkthroughs	Quarterly Meetings -Review every quarter (October, January, April)
5.5	Continue the role of Parental Liaison	Carothers	8/25	5/29	-Supplies and materials -Technology resources Funding Resources: -Title IA Priority School Funds \$40,000	-Personnel documentation -Parent perceptual surveys	-Monthly -Review every quarter (October, January, April)
5.6	Designated personnel will be trained to develop creative and effective ways to better inform SPA parents and opportunities for parents to become involved in school with their children.	S. Valdez C. Lee	8/25	5/29	-Parent surveys -Student surveys -Teacher surveys -Supplies and materials -Planning time -Access to training -Access to parent involvement resources Funding Resources: -Regular 420 funds \$2,000	-Agendas -List of activities -Parent/student sign in sheets -Feedback from parents/ community members -Attendance at activities -Observation of increase parent attending activities and events	-Monthly -Review every quarter (October, January, April)
5.7	Continue the Communities in Schools Program <ul style="list-style-type: none"> • Volunteer program • VIP dinners • Parent outreach/mail outs • Phone calls/Home Visits • Teen parent support group • Other identified goals as year progress and evaluations are conducted 	S. Carothers L. Jack C. Lee	8/25	5/29	-CIS contract -Supplies and materials -Technology resources -CIS Supervisor reports and contact Funding Resources: -SCE \$45,000 from 6200	-CIS yearly implementation plan -CIS monthly reports -CIS caseload	-Monthly -Review every quarter (October, January, April)

5.8	Parents and students will have a teacher conference each semester concerning their child's academic performance. Contact (written, conference, phone) will be provided in the parent's native language	S. Carothers L. Jack	8/26	5/29	-Supplies and materials -Time to conference with student and parent -Technology resources Funding Resources: -Regular 420 funds \$500	-Conference dates/schedule -Student progress on CBA's -Success on EOC	-Monthly -Review every quarter (October, January, April)
5.9	Continue implementation of transition plan incorporating students into the SPA system. The focus will be to provide information regarding PBIS, intervention opportunities, opportunities for student involvement and campus expectations	S. Carothers	7/15	5/29	-Supplies and materials -Technology resources Funding Resources: -Regular 420 Funds \$250	-Student orientation logs -Student involvement documentation -Discipline referrals -Attendance reports -Student progress on CBA's -Success on EOC	-Monthly -Review every quarter (October, January, April)
5.10	Continue to implement the system to obtain timely student data when a student enrolls and/or arrives at SPA	S. Carothers L. Jack M. Garcia	8/25	5/29	-Technology resources -Assigned staff member to gather information -PLC meetings Funding Resources: -Regular 420 Funds \$1,500	-Focused instruction and development of tiered interventions -Student progress on CBA's -Success on EOC	-Monthly -Review every quarter (October, January, April)

5.11	Academic counselor will meet with each student and/or parent and review graduation plan and the conclusion of each 9 week period	S. Carothers L. Jack M. Garcia	8/25	5/29	-Supplies and materials -Technology resources -Time to meet with students and parents -DMAC/TAG -Grade reporting system Funding Resources: -Regular 420 Funds \$50,000	-Credit acquisition -Credit recovered -Decrease in failure rate -Revised gradation plans -Observation of student focused in classrooms and they know the importance of the class and how it leads to graduation -Parent Surveys -Student Surveys	-Monthly -Review every quarter (October, January, April)
5.12	Designated personnel will develop creative and effective activities for parent participation in school through workshops, ESL classes, etc. so that parents/community can feel a sense of pride in SPA.	S. Carothers L. Jack S. Valdez C. Lee	8/25	5/29	-Parent surveys -Student surveys -Teacher surveys -Supplies and materials -Planning time -Access to training -Access to parent involvement resources Funding Resources: -Regular 420 Funds \$2,000	-Agendas -List of activities -Parent/student sign in sheets -Feedback from parents/community members -Attendance at activities -Observation of increase parent attending activities and events	-Monthly -Review every quarter (October, January, April)
5.13	Implementation of Project Vision to academic, attendance, and leadership of students	S. Carothers B. Russell B. Smith	8/25	8/1	-Training and leadership opportunities for students -Community service opportunities for students -Financial resources for students -Transportation resources -Supplies and materials -Technology resources	-Number of students in the program -Increase in attendance rates for participants -Community Service hours and logs -Leadership participation -Grades/Assessments for participants -Participation and enrollment in the program -Overall increase in campus enrollment	-Monthly -Review every quarter (October, January, April)

					<p>-Time for organization and reporting</p> <p>Funding Resources:</p> <p>-Seed funds from Mr. Eduardo Gutierrez</p> <p>-Funds raised through LMAB fundraisers</p>		
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6. CSF: IMPROVE SCHOOL CLIMATE

APG: SPA will increase the attendance rate to 93%. (TTIPS extension standard is 93% for Y4)

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
6.1	Ensure accurate attendance data is collected and disseminated daily. Weekly progress is reported via the Monday Madness Newsletter.	J. Ramos L. Jack S. Carothers	8/25	5/29	-Teacher attendance rosters Technology resources Funding Resources: -SCE \$30,000 from 6100	-Improved daily attendance -Student perceptual surveys --Student progress on CBA's -Success on EOC -Success in ELM units	-Weekly -Review of implementation will take place at PBIS meetings -Review every quarter (October, January, April)
6.2	Campus administrators will follow state and local attendance policies with consistency	S. Carothers J. Ramos	8/25	5/29	-Teacher attendance rosters -PEIMS training (Central Office) -Knowledge of attendance laws and regulations Funding Resources: <i>-Regular 420 funds \$250</i>	-9-weeks attendance rates -List of students who lose credit based on attendance --Student progress on CBA's -Success on EOC -Improved daily attendance	Weekly
6.3	The campus will celebrate with classes and students with perfect attendance	S. Carothers L. Jack Classroom Teachers	8/25	5/29	-Attendance data -Student incentives Funding Resources: -Monies raised through fund-raisers and non-momentary incentives	-Classroom attendance data -Student level attendance data --Student progress on TBA/CFA -Success on EOC -Improved daily attendance	-Classroom: As perfect attendance is achieved -Individual: Monthly -Review of implementation will take place at PBIS meetings

							-Review every quarter (October, January, April)
6.4	The campus will provide attendance incentives on historically low attendance days (Monday's/Friday's, before holidays, and other dates as determined by data collection)	S. Carothers L. Jack PBIS Committee	8/25	5/29	-Student incentives -Supplies and materials Funding Resources: -Monies raised through fund-raisers and non-momentary incentives	-Classroom attendance data -Student level attendance data --Student progress on TBA/CFA -Success on EOC -Improved daily attendance	-Incentives will be provided on a calendar based on past data. -Review of implementation will take place at PBIS meetings -Review every quarter (October, January, April)
6.5	Continue to develop and expand the implementation of the PBIS program and attendance incentive program (Attendance Counts)	S. Carothers L. Jack PBIS Committee	8/25	5/29	-Supplies and materials -Student incentives -Technology resources -PBIS committee planning time -Substitutes Funding Resources: --Monies raised through fund-raisers and non-momentary incentives -Regular 420 funds (not for incentives)	-Discipline referral information -9 week attendance data -Court filing data -DRC filing data -Tiered behavioral intervention data -Withdrawal information -PBIS agendas and minutes -PBIS projects being implemented -Credit denial due to attendance data --Student progress on CBA's -Success on EOC -Perceptual survey data (parents, students, and	-Review of implementation will take place at PBIS meeting -Review every quarter (October, January, April)

						teachers)	
6.6	Continue implementation of transition plan incorporating students into the SPA system. The focus will be to provide information regarding PBIS, intervention opportunities, opportunities for student involvement and campus expectations	S. Carothers	7/15	5/29	-Supplies and materials -Technology resources Funding Resources: -Regular 420 Funds \$250	-Student orientation logs -Student involvement documentation -Discipline referrals -Attendance reports -Student progress on CBA's -Success on EOC	-Monthly -Review every quarter (October, January, April)
6.7	Clear and transparent communication and collaboration with all stake holders <ul style="list-style-type: none"> • "Family Meetings" • E-mail communication • PLC Meetings • Weekly faculty/staff newsletter "Monday Madness" (weekly) • Report Card Nights (every 9 weeks) • Local Management Advisory Board (monthly) • Parent Advisory Council (monthly) • State Charter School Board (SCSB) meetings quarterly 	S. Carothers L. Jack	8/1	7/30	-"Family Meeting" dates and times -Supplies and materials -PLC meetings -Technology resources -Food for LMAB, PAC, and Report Card Nights -Travel time -Travel expenses -Parent incentives for attendance -Student incentives for attendance Funding Resources: -Regular 420 Funds \$4,200	-Meeting sign-in sheets -Meeting agendas -Meeting minutes -Schedule/calendar of meetings -Student newsletter produced and disseminated -Administrative walkthroughs -Teacher perceptual survey	-Monthly -Review every quarter (October, January, April)
6.8	Continue the Communities in Schools Program <ul style="list-style-type: none"> • Volunteer program • VIP dinners • Parent outreach/mail outs • Phone calls/Home Visits • Teen parent support group 	S. Carothers L. Jack C. Lee	8/25	5/29	-CIS contract -Supplies and materials -Technology resources -CIS Supervisor reports and contact Funding Resources: -SCE \$45,000 from 6200	-CIS yearly implementation plan -CIS monthly reports -CIS caseload	-Monthly -Review every quarter (October, January, April)

	<ul style="list-style-type: none"> Other identified goals as year progress and evaluations are conducted 						
6.9	Creatively develop additional extra-curricular opportunities for students to develop a sense of connectedness to SPA and improve school climate and culture.	L. Jack	8/25	5/29	<ul style="list-style-type: none"> -Parent surveys -Student surveys -Teacher surveys -Supplies and materials -Planning time -Access to training as needed <p>Funding Resources: -Regular 420 Funds \$1,500</p>	<ul style="list-style-type: none"> -Agendas -List of activities -Parent/student sign in sheets -Feedback from parents/ community members -Attendance at activities -Observation of increase parent attending activities and events 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)
6.10	Campus climate surveys will be distributed to parents to determine perceptions	S. Carothers	8/25	6/30	<ul style="list-style-type: none"> -Parent surveys -Student surveys -Teacher surveys -Postage -Technology resources -Parent incentives -Student incentives <p>Funding Resources: -Regular 420 Funds \$2,500</p>	<ul style="list-style-type: none"> -Data for aggregated surveys -Survey calendar/schedule 	<ul style="list-style-type: none"> -October 2014 -January 2015 -May 2015 -Review every quarter (October, January, April)
6.11	Parents and students will have a teacher conference each semester concerning their child's academic performance. Contact (written, conference, phone) will be provided in the parent's native language	S. Carothers L. Jack	8/26	5/29	<ul style="list-style-type: none"> -Supplies and materials -Time to conference with student and parent -Technology resources <p>Funding Resources: -Regular 420 funds \$500</p>	<ul style="list-style-type: none"> -Conference dates/schedule -Student progress on CBA's -Success on EOC 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)
6.12	Academic counselor will meet with each student and/or parent and review graduation plan and the conclusion of each 9 week period	S. Carothers L. Jack M. Garcia	8/25	5/29	<ul style="list-style-type: none"> -Supplies and materials -Technology resources -Time to meet with students and parents -DMAC/TAG -Grade reporting system 	<ul style="list-style-type: none"> -Credit acquisition -Credit recovered -Decrease in failure rate -Revised gradation plans -Observation of student focused in classrooms and they know the importance 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)

					Funding Resources: <i>-Regular 420 Funds</i> <i>\$50,000</i>	of the class and how it leads to graduation -Parent Surveys -Student Surveys	
6.13	Build a campus culture of success by implementing Capturing Kids' Hearts and building cultural capacity through a shared core value belief system with all members of the faculty and staff that will drive decision making for the campus	S. Carothers	8/25	5/29	- <i>Core Beliefs/Call to Action/Learner Profile/Learner Outcome development (August 2014)</i> - <i>Process Champions training (August 2014)</i> - <i>Administrative walkthroughs</i> Funding Resources: <i>-Regular 420 Funding</i> <i>\$1,000</i>	- <i>Observation of Capturing Kids' Hearts implementation in the classroom and in the hallways (handshakes, social contracts, etc.)</i> - <i>Administrative walkthroughs</i> - <i>Coaching reports</i> - <i>Student progress on CBA's</i> - <i>Attendance reports</i> - <i>Student success on EOC</i> - <i>"Family Meeting" documentation/sign in sheets</i> - <i>Student surveys</i> - <i>Staff surveys</i> - <i>Parent/Community surveys</i>	- <i>Monthly</i> - <i>Review every quarter (October, January, April)</i>
6.14	Implementation of Project Vision to academic, attendance, and leadership of students	S. Carothers B. Russell B. Smith	8/25	8/1	- <i>Training and leadership opportunities for students</i> - <i>Community service opportunities for students</i> - <i>Financial resources for students</i> - <i>Transportation resources</i> - <i>Supplies and materials</i> - <i>Technology resources</i> - <i>Time for organization and reporting</i> Funding Resources: - <i>Seed funds from Mr. Eduardo Gutierrez</i> - <i>Funds raised through LMAB fundraisers</i>	- <i>Number of students in the program</i> - <i>Increase in attendance rates for participants</i> - <i>Community Service hours and logs</i> - <i>Leadership participation</i> - <i>Grades/Assessments for participants</i> - <i>Participation and enrollment in the program</i> - <i>Overall increase in campus enrollment</i>	- <i>Monthly</i> - <i>Review every quarter (October, January, April)</i>

7. CSF: INCREASE TEACHER QUALITY

APG: South Plains Academy will provide 100% of its teachers a variety of opportunities to develop content knowledge and instructional skills through quality professional development and ensure that 100% of SPA staff is certified or Highly Qualified in the area they provide academic instruction.

#	Initiatives/Strategies	Person Responsible	Begin Time	End Time	Resources	Evaluation	Benchmark Date(s)
7.1	ELM instructional coaching to provide focused embedded professional development to ensure implementation fidelity of the PBL model.	L. Jack	8/25	5/29	<ul style="list-style-type: none"> -ELM instructional coaching (16 days) -Supplies and materials -Technology resources -Preparation/work time -PLC meetings -Training conferences -DMAC/TAG -ELM resources <p>Funding Resources: <ul style="list-style-type: none"> -Title IA Priority Funds \$4,000 -Title IIA \$8,000 -Regular 420 Funds \$5,000 </p>	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC 	<ul style="list-style-type: none"> -Monthly -Review every quarter (October, January, April)
7.2	Campus administration will implement a consistent walkthrough calendar and process to provide feedback and provide ELM support for classroom teachers in a timely manner	S. Carothers L. Jack	8/26	5/29	<ul style="list-style-type: none"> -Walkthrough documentation -Teacher debrief documentation -Technology resources -ELM coaching documentation -ELM resources -Assessment resources <p>Funding Resources: <ul style="list-style-type: none"> -Regular 420 funds \$500 </p>	<ul style="list-style-type: none"> -Review of eStudio units -Administrative walkthroughs -Teacher debrief documentation -Teacher improvement documentation -Coaching schedule/meetings -Student progress on CBA's -Success on EOC -Targeted professional development plans -Observation of ELM implementation 	<ul style="list-style-type: none"> -Review every quarter (October, January, April)

7.3	Implement the Engage! Learning Model (ELM) a project based learning platform to improve student engagement and academic success	S. Carothers L. Jack	8/15	5/29	<ul style="list-style-type: none"> -ELM Summer Collaborative Cohort Training (Corpus Christi) -ELM Collaborative Cohort Training Session II (October) -Technology resources -Appropriate furniture to support collaborative teaming (completed during summer 2014) -16 Days of ELM Instructional Coaching on campus -Classroom/teacher resources -Instructional Program Director who is trained in ELM -Supplies and materials -ELM resources <p>Funding Resources:</p> <ul style="list-style-type: none"> -Title IA Fund \$174 from 6200 & \$1,000 from 6400 -Title IIA Fund \$12,145 from 6400 -SCE \$10,718 from 6300 and \$2,000 from 6400 -Regular 420 Fund \$22,371 from 6300 	<ul style="list-style-type: none"> -Administrative walkthroughs -Student progress on CBA's -Student progress checks -Student mastery tracking documents -ELM Instructional coaching documentation and reports -Teacher designed units in eStudio -Crit logs -Teacher unit reflection documents -Success on EOC 	<p>Monthly with LT</p> <ul style="list-style-type: none"> -8/22/14 -9/22/14 -10/27/14 -11/17/14 -12/15/14 -1/5/15 1/26/15 2/16/15 3/30/15 4/13/15 5/11/15 6/8/15
7.4	SPA will implement the locally developed teacher appraisal system (RISE)	L. Jack	8/25	5/29	<ul style="list-style-type: none"> -Evaluation system -Technology resources -Supplies and materials -Regular 420 Funds <p>Funding Resources:</p> <ul style="list-style-type: none"> -Regular 420 Funds \$250 	<ul style="list-style-type: none"> -Walkthrough summaries -Completed evaluation summary on each individual teacher -Success on EOC -Student success on CBA's 	<p>-Monthly</p> <ul style="list-style-type: none"> -Evaluation summaries submitted to HR by 5/1/15
7.5	<p>Implement the 2014-2015 Professional Development Plan that includes but is not limited to the following:</p> <ul style="list-style-type: none"> • ELM Training and coaching 	S. Carothers L. Jack	8/25	5/29	<ul style="list-style-type: none"> -Teacher planning time -PLC Meetings -Technology resources -Supplies and materials -Curriculum resources -Assessment resources 	<ul style="list-style-type: none"> -Certificates of completion -Sign in documentation retained at the campus level -Meeting agendas 	<ul style="list-style-type: none"> -Review every quarter (October, January, April)

	<ul style="list-style-type: none"> • Curriculum resource training • Inclusionary Practices • Accommodations, Modifications, and Differentiated Instruction • Book studies • EOC trainings • 2013 SAPI Summer Conference • Administrative Trainings 				-PD calendar -Substitutes Funding Resources: -Title IA Priority Funds \$4,000 -Title IIA \$8,000 -Regular 42 Funds \$1,000	-Administrative walkthroughs -Student progress on CBA's -Success on EOC -Success on ELM unites	
7.6	Implementation of new interview questions and writing activities for any newly hired employees to ensure they align with the core beliefs of SPA	S. Carothers	8/25	5/29	-Supplies and materials -Interview questions and documents -Core belief statements -Call to Action statements -Employment documents Funding Resources: --Regular 420 Funds \$250	-Decreased turnover in teaching -A fully staffed faculty prior to the beginning of school -Improved quality of instruction -Student progress on CBA's -Success on EOC -Success on ELM units	-Review every quarter (October, January, April)
7.7	Attend job fairs and teacher recruitment events to recruit the highest quality candidates to work at SPA	S. Carothers	1/1	8/1	-Supplies and materials -Interview questions and documents -Core belief statements -Call to Action statements -Employment documents Funding Resources: --Regular 420 Funds \$250	-Decreased turnover in teaching -A fully staffed faculty prior to the beginning of school -Improved quality of instruction -Student progress on CBA's -Success on EOC -Success on ELM units	-Review in: April 2015 May 2015 June 2015 July 2015 August 2015

Summary, Rationale, and Definitions

Pregnancy Related Services (PRS)

Description:

Pregnancy Related Services are support services, including Compensatory Education Home Instruction (CEHI), that a student receives during the pregnancy prenatal and postpartum periods to help her adjust academically, mentally, and physically and stay in school.

These services are delivered to a student when:

- the student is pregnant and attending classes on a district campus,
- a valid medical necessity for confinement during the pregnancy prenatal period prevents the student from attending classes on a district campus, or
- a valid medical necessity for confinement during the pregnancy postpartum period prevents the student from attending classes on a district campus

State Compensatory Education (SCE)

Description:

Supplemental services to the Regular Education Program for additional instructional programs and instructional related services specifically designed to benefit students at risk of dropping out of school, as defined by Section 29.081, Texas Education Code.

- reduction in class size
- Implementation of individualized and small group tutorials
- Purchase of specialized instructional supplies and materials
- dropout recovery/intervention services at high schools