

Clint Independent School District

District Improvement Plan

2018-2019

Accountability Rating: B



Board Approval Date: August 30, 2018
Public Presentation Date: August 30, 2018

Mission Statement

The mission of the Clint Independent School District is to prepare all students to be successful citizens. The District will work in partnership with the community and the family to create opportunities for *the student* to maximize personal potential.

La mision del Distrito Escolar Independiente de Clint es de preparar a todos los estudiantes para que sean ciudadanos exitosos. El Distrito trabajara en conjunto con la comunidad y con la familia para crear oportunidades para que *el estudiante* desarolle su potencial personal.

Public Notification of Nondiscrimination

It is the policy of the District not to discriminate on the basis of race, color, national origin, gender, religion, disability or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended. For information about your rights or grievance procedures, contact the District's Title IX Coordinator Rene Chavez at 14521 Horizon Boulevard, El Paso, Texas, 79928, (915) 926-4061 and/or Section 504 Coordinator, Mark Ayala at 14521 Horizon Boulevard, El Paso, Texas, 79928, (915) 926-4041.

Vision

**Clint Independent School District
Together... We Build Tomorrow**

We Are:

Committed

Learner Centered

Innovative

Nuturing

Transparent

2018-2019

District Goals:

1. The District will be a model of high standards for student academic excellence.
2. The District will ensure a safe, well-disciplined, positive learning environment for all students.
3. The District will operate efficiently being fiscally responsible.
4. The District will become the employer of choice in order to seek and retain effective personnel.
5. The District will include parents, community, and business members in the education of all students.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Clint ISD had the following demographic information:

Economically Disadvantaged 2017-2018

071901 CLINT ISD	Eligible For Free Meals		Other Economically Disadvantaged		Total Economically Disadvantaged		Not Economically Disadvantaged		Total Count
	Count	%	Count	%	Count	%	Count	%	
	5,324	46.21%	4,382	38.03%	9,706	84.25%	1,815	15.75%	

Clint ISD Ethnicity 2017-2018

Ethnicity	Student Count
Black or African American	48
American Indian or Alaska Native	35
Asian	16
Hispanic	10,943
Native Hawaiian/Other or Pacific Islander	0
Two or More Races	69
White	408

Clint ISD Programs 2017-2018

G & T	CTE	ELL	Bilingual	ESL	Eco - Dis	Title I	At Risk	Military	Foster Care	Students Rec.Ser.	Homeless	Dyslexic
462	3,220	3,898	2,394	1,093	9,706	11,521	6,773	202	12	913	202	59

Grade Level Enrollment 2017-2018

Grade Level	Student Count
Early Education	23
Pre-kindergarten	641
Kindergarten	708
Grade 1	723
Grade 2	764
Grade 3	844
Grade 4	867
Grade 5	929
Grade 6	876
Grade 7	916
Grade 8	868
Grade 9	932
Grade 10	840
Grade 11	850
Grade 12	740

Gender Student Count 2017-2018

Gender	Student Count
Female	5,608
Male	5,913

ELL Student Enrollment 2017-2018

		Grade						
		PK	KG	1	2	3	4	5
Clint ISD (071901)	A. ELLs Identified	312	367	397	417	424	393	376
	B. Non-Sp Ed ELLs In Bil	270	313	331	342	351	311	293
	C. Sp Ed ELLs In Bil	19	16	26	19	26	23	38
	D. ELLs In Bilingual	289	329	357	361	377	334	331
	E. Non-Sp Ed ELLs In ESL	0	*	*	0	*	0	0
	F. Sp Ed ELLs In ESL	0	0	0	0	0	*	*
	G. ELLs In ESL	0	*	*	0	*	*	*
	H. ELLs In Sp Ed Only	*	6	6	9	6	15	7
	I. ELLs W/Par. Den	20	31	33	47	40	43	37
	J. ELLs No Programs	0	0	0	0	0	0	0

		Grade						
		6	7	8	9	10	11	12
Clint ISD (071901)	A. ELLs Identified	273	232	201	182	125	108	91
	B. Non-Sp Ed ELLs In Bil	0	0	0	0	0	0	0
	C. Sp Ed ELLs In Bil	0	0	0	0	0	0	0
	D. ELLs In Bilingual	0	0	0	0	0	0	0
	E. Non-Sp Ed ELLs In ESL	203	183	161	145	110	85	75
	F. Sp Ed ELLs In ESL	33	22	21	21	8	14	7
	G. ELLs In ESL	236	205	182	166	118	99	82
	H. ELLs In Sp Ed Only	13	7	*	7	*	*	*
	I. ELLs W/Par. Den	24	20	15	9	5	5	7
	J. ELLs No Programs	0	0	0	0	0	0	0

SPED Student Enrollment 2017-2018

Clint ISD (071901)	Primary Disability										
	OI	OHI	AI	VI	ID	ED	LD	SI	AU	TBI	NCEC
	8	115	10	8	89	34	346	220	65	N/A	16

From the charts above, it is apparent that Clint ISD has many challenges in the population we serve. First and foremost, Clint ISD assures all of our students have healthy meals as a Provision II school district offering breakfast, lunch and dinner most days to our students. We offer these services due to the fact that over 84% percent of our students are Economically Disadvantaged and over 60% of our students are label as “At-Risk” by the Texas Education Agency. Finally, thirty-three percent of our students are Limited English Proficient. Daily, Clint ISD works diligently to place our students on the road to graduation, but has many obstacles. Despite the barriers, Clint ISD has a proven track record of helping our students successfully graduate.

Demographics Strengths

Clint ISD Graduation Rate 2013-2017

Clint ISD Students are 84% Economically Disadvantaged but still have met the standards on all Domains. Specifically Post-secondary readiness is a strength as well as the graduation rates. The strong graduation rates despite the high number of At-Risk and Economically Disadvantaged numbers indicate that the achievement gap is being narrowed by the time students graduate.

The chart reflects the increase of the Graduation rate over the last five years.

Class	State Average	Regional Average	District Average
2017	N/A	N/A	95.4%
2016	89.1%	85.7%	91.8%
2015	89.0%	84.2%	91.4%
2014	88.3%	83.5%	89.7%
2013	88.0%	83.6%	87.6%

Problem Statements Identifying Demographics Needs

Problem Statement 1: Over 6700 students were labeled At-Risk in the District during 2017-2018 **Root Cause:** Student support systems to ensure they are successful on the STAAR exams need to be strengthened

Problem Statement 2: -Economically Disadvantaged students were 84% during the 2017-2018 school year **Root Cause:** Students who are Eco Dis need additional supports and interventions to be academically successful

Problem Statement 3: Almost 7,400 students were coded ESL, ELL or Bilingual during the 2017-2018 school year and are not as successful as non- ELL students **Root Cause:** ELL students need additional supports and interventions to be academically successful

Problem Statement 4: Over 900 students were coded Special Education during the 2017-2018 school year and are not as successful as non-SPED students **Root Cause:** SPED students need additional supports and interventions to be academically successful

Student Academic Achievement

Student Academic Achievement Summary

TEA has developed a new accountability system based on three domains. Domain I is Students Achievement or the students who take the STAAR test in all areas. Also embedded in Domain I is college and career readiness indicators. Domain II is School Progress or the growth that students make from grade to grade. Domain III is Closing the Gaps by ensuring that all subpopulations are performing consistently with their peers. Domain III addresses ESSA compliance. Also embedded in Domain III is college and career readiness indicators. Reading and Language Arts still continue to be an area of focus for Clint ISD.

Domain I

	Grade 3 Math English & Spanish Combined				Grade 3 Reading English & Spanish Combined			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CTW	122	74.59%	40.16%	20.49%	122	68.85%	30.33%	15.57%
DHE	164	66.46%	33.54%	10.98%	164	70.12%	33.54%	10.37%
FME	167	68.86%	42.52%	22.75%	167	61.08%	20.96%	10.18%
MVE	107	56.07%	28.97%	12.15%	107	56.07%	16.82%	7.48%
RSE	115	89.57%	57.39%	26.09%	115	82.61%	39.13%	20.87%
WDS	161	66.46%	37.27%	16.77%	162	68.52%	32.10%	13.58%
District	836	69.98%	39.71%	18.06%	837	67.74%	28.91%	12.78%

	Grade 4 Math English & Spanish Combined				Grade 4 Reading English & Spanish Combined				Grade 4 Writing English & Spanish Combined			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CTW	137	70.80%	34.31%	18.98%	137	58.39%	28.47%	8.76%	137	59.12%	29.20%	3.65%
DHE	158	77.22%	43.04%	20.89%	158	63.92%	37.34%	15.82%	158	63.29%	31.65%	4.43%
FME	187	57.22%	23.53%	9.09%	187	43.32%	19.25%	8.56%	186	53.23%	27.96%	3.23%
MVE	100	82.00%	54.00%	31.00%	100	64.00%	36.00%	15.00%	99	59.60%	37.37%	6.06%
RSE	114	73.68%	41.23%	21.05%	114	67.54%	40.35%	18.42%	113	63.72%	35.40%	3.54%
WDS	168	63.10%	30.36%	10.71%	168	57.74%	28.57%	10.71%	167	50.90%	29.34%	4.79%
District	864	69.21%	36.00%	17.25%	864	57.87%	30.56%	12.38%	860	57.67%	31.16%	4.19%

	Grade 5 Math English & Spanish Combined First and Second Administration Results				Grade 5 Reading English & Spanish Combined First and Second Administration Results				Grade 5 Science English & Spanish Combined			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CTW	154	81.17%	45.45%	21.43%	155	63.23%	29.68%	6.45%	154	63.64%	26.62%	7.79%
DHE	187	87.70%	51.34%	18.72%	187	75.40%	37.97%	14.44%	186	72.58%	34.41%	10.22%
FME	182	87.36%	41.76%	20.33%	182	71.43%	39.56%	16.48%	181	58.01%	25.41%	8.29%
MVE	115	79.13%	42.61%	13.91%	115	66.96%	26.96%	7.83%	115	55.65%	22.61%	4.35%
RSE	116	93.10%	59.48%	29.31%	116	77.59%	44.83%	17.24%	115	78.26%	41.74%	13.91%
WDS	169	84.62%	52.07%	24.26%	169	66.86%	37.87%	14.79%	169	57.40%	24.26%	8.88%
District	923	85.59%	48.54%	21.24%	924	70.24%	36.36%	13.10%	920	64.02%	28.91%	8.91%

	Grade 6 Math				Grade 6 Reading			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CJHS	163	69.33%	36.81%	11.66%	163	54.60%	25.77%	12.27%
EMMS	221	52.49%	20.36%	4.52%	220	45.91%	22.73%	9.55%
HMS	230	74.35%	36.52%	8.26%	230	59.57%	26.09%	6.96%
REMS	243	81.48%	48.97%	16.05%	242	59.50%	27.27%	9.50%
District	857	69.78%	35.94%	10.15%	855	55.09%	25.50%	9.36%

	Grade 7 Math				Grade 7 Reading				Grade 7 Writing			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CJHS	199	79.40%	42.71%	16.08%	199	73.37%	37.69%	20.60%	199	62.81%	34.67%	5.53%
EMMS	249	60.64%	23.69%	7.23%	249	58.63%	22.09%	10.44%	249	48.19%	19.28%	2.41%
HMS	221	71.95%	35.75%	14.48%	221	63.80%	34.39%	14.03%	221	61.99%	32.13%	4.98%
REMS	242	69.42%	25.62%	6.20%	242	64.88%	32.23%	15.70%	242	64.88%	33.06%	10.74%
District	911	69.81%	31.28%	10.65%	911	64.76%	31.17%	14.93%	911	59.17%	29.42%	5.93%

	Grade 8 Math First and Second Admin Combined 8th Graders taking Algebra I Included				Grade 8 Reading First and Second Admin Combined			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CJHS	200	87.50%	45.00%	15.00%	200	82.50%	43.50%	21.00%
EMMS	216	84.26%	38.43%	9.72%	216	82.41%	33.33%	15.28%
HMS	230	84.35%	37.83%	12.17%	229	79.04%	30.57%	12.66%
REMS	216	90.28%	49.54%	25.00%	217	82.95%	40.09%	16.59%
District	862	86.54%	42.58%	15.43%	862	81.67%	36.66%	16.24%

Grade 8 Social Studies					Grade 8 Science			
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CJHS	200	67.50%	29.50%	14.00%	200	77.00%	46.00%	23.00%
EMMS	215	67.91%	30.23%	18.14%	216	70.37%	39.35%	17.13%
HMS	230	53.48%	22.61%	10.00%	231	58.87%	29.87%	15.58%
REMS	212	70.28%	34.91%	16.98%	212	75.94%	52.36%	26.42%
District	857	64.53%	29.17%	14.70%	859	70.20%	41.56%	20.37%

Algebra I 2018 Spring & 2017 Fall Administration				
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CECA	50	100.0%	70.0%	26.0%
CHS	145	80.7%	50.3%	26.2%
HHS	367	78.8%	39.5%	14.4%
MVHS	207	69.6%	30.9%	5.8%
CJHS	31	100.0%	100.0%	67.7%
EMMS	26	100.0%	96.2%	73.1%
HMS	24	100.0%	100.0%	70.8%
REMS	63	100.0%	93.7%	74.6%
District	913	81.5%	50.0%	24.1%

Biology 2018 Spring & 2017 Fall Administration				
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CECA	74	98.7%	83.8%	35.1%
CHS	168	81.0%	50.6%	18.5%
HHS	462	74.9%	40.7%	6.1%
MVHS	235	80.9%	40.9%	7.2%
District	939	79.3%	45.9%	10.9%

English I 2018 Spring & 2017 Fall Administration				
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CECA	75	93.3%	84.0%	22.7%
CHS	215	53.5%	40.0%	5.6%
HHS	604	52.0%	29.6%	1.8%
MVHS	289	47.1%	28.0%	1.7%
District	1183	53.7%	34.6%	3.8%

English II 2018 Spring & 2017 Fall Administration				
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL
CECA	81	97.5%	86.4%	13.6%
CHS	213	60.6%	47.0%	6.1%
HHS	489	52.2%	33.3%	1.6%
MVHS	235	55.7%	34.9%	1.7%
District	1018	58.4%	40.8%	3.5%

U.S. History 2018 Spring & 2017 Fall Administration				
	2018 Total Students	2018 Approaches GL	2018 Meets GL	2018 Masters GL

CECA	-	-	-	-
CHS	167	97.6%	84.4%	46.7%
HHS	376	93.6%	65.4%	30.6%
MVHS	192	89.6%	63.5%	27.1%
District	735	93.5%	69.3%	33.3%

Student Academic Achievement Strengths

Domain II continues to be a strength for Clint ISD. Student progress is reflected in the growth percentages by campus. The charts below show the growth on the STAAR by the percentage of students who showed growth at their campus.

Student Progress - % Meeting Progress Expectations Elementary Schools Grades 4-5 Math and Reading	
All Students	61%
CARROLL T WELCH	63%
DESERT HILLS	60%
FRANK MACIAS	56%
MONTANA VISTA	63%
RED SANDS	68%
WM DAVID SURRATT	58%

Student Progress - % Meeting Progress Expectations Middle Schools Grades 6-8 Math and Reading	
All Students	59%
CLINT JUNIOR HIGH	65%
EAST MONTANA MIDDLE	54%

HORIZON MIDDLE	57%
RICARDO ESTRADA MIDDLE	61%

Student Progress - % Meeting Progress Expectations High Schools Algebra I and English II	
All Students	51%
CLINT HIGH SCHOOL	56%
CLINT ISD EARLY COLLEGE	60%
HORIZON HIGH SCHOOL	52%
MOUNTAIN VIEW HIGH SCHOOL	43%

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Clint ISD students need to strengthen reading and writing skills at a more rigorous level. **Root Cause:** Students have lack of exposure to literacy and the fundamentals of reading as evident on STAAR exams

Problem Statement 2: More Clint ISD students need to show meets and masters on the STAAR exams **Root Cause:** The Average number of students showing progress was 57% District-wide during 2017-2018

Problem Statement 3: Students in Clint ISD are not performing at the state in all areas or above on STAAR exams **Root Cause:** Alignment of the curriculum and adherence to rigor needs to occur

District Processes & Programs

District Processes & Programs Summary

For 2017-2018, all campuses and the District Met the Standard and the District was rated as a "B" on the new Accountability Rating System.

2017-2018 District and Campus Ratings

District/Campus	2018 Accountability Rating
Clint ISD	B
Clint High School	Met Standard
Mountain View High School	Met Standard
Horizon High School	Met Standard
Clint Early College Academy	Met Standard
Clint Junior High School	Met Standard
East Montana Middle School	Met Standard
Horizon Middle School	Met Standard
Ricardo Estrada Middel School	Met Standard
W. D. Surratt Elementary	Met Standard
Red Sands Elementary	Met Standard
Desert Hills Elementary	Met Standard
Montana Vista Elementary	Met Standard
Frank Macias Elementary	Met Standard
C.T. Welch Elementary	Met Standard

New Teacher Center Program

During the 2017-2018 school year, Clint ISD implemented the New Teacher Center Coaching Model. The program entails providing

dedicated support for teachers through a mentorship and coaching model. Teachers are tiered based on their experience and provided supports by the staff. The purpose of the program is to retain teachers in the first few years of their teaching careers through designated supports.

The following chart shows the program aspects:

New Teacher Center Targets

Solution	Audience	Benefits
Teacher Induction	New Teachers	Improved student achievement, increased new teacher effectiveness and retention, reduced district recruiting costs, and expanded teacher leadership opportunities.
Instructional Coaching	All Teachers	Improved student achievement, elevated instructional practice, increased educator effectiveness, and expanded teacher leadership opportunities.
Early Learning	Early Childhood and Elementary Instructional Leaders	Improved program quality, deepened understanding of teaching and learning best practices to support young learners, and alignment across early childhood and elementary practice.
School Leadership	School Leaders, District Leaders, Teacher Leaders	Improved student learning, improved teacher effectiveness, and expanded teacher leadership opportunities. Networked leaders aligned to common district instructional vision.

Retention Rate - Overall 84% Retention

	Pathway 1	Pathway 2	Pathway 3
Elementary	24 teachers 4 resigned 83% retention	16 teachers 0 resigned 100% retention	26 teachers 7 resigned 70% retention
Secondary	24 teachers 3 resigned 87% retention	20 teachers 1 resigned 95% retention	23 teachers 6 resigned 74% retention
	85% retention	97% retention	73% retention

District Processes & Programs Strengths

Instructional Program

At the cornerstone of our instructional plan is the continued use of an aligned curriculum via the TEKS Resource System (TRS). TRS is a partnership of many regional service centers, districts, and teachers to take the Texas State Curriculum, the TEKS, and enhance the objectives with lessons, a teaching flow, vocabulary, and assessments. Currently, many school districts across the state, including many locally are using the curriculum product. The TRS curriculum is online based and continually being updated which requires frequent updates. Coupled with a well aligned curriculum is an assessment of that curriculum or benchmarking program. The benchmarking program consists of two main initiatives – a well planned curriculum and assessments which check the mastery of that curriculum. The TRS curriculum is a breakdown of every TEK that must be taught for every subject at every grade; the benchmarks are the assessments that evaluate the student achievement in the content. The two act as a guide for teachers to reteach content that students did not master. TRS allows teachers to follow the content that needs to be taught and the benchmark allows the teacher to see where students need assistance. Considerable resources are utilized to review the scope and sequence. Ensuring that the curriculum in Clint ISD is aligned with TEA accountability and college and career readiness is also important and a strength. Continuing to offer college readiness programs is vital to student success especially based on our high At-Risk population. The campuses will be monitoring all instruction at a heightened level during 2018-2019.

District Committees and Operations

The District has many layers of organization support that meet on a regular basis. The Campus Principals and Assistant Principals have monthly meetings in which they are provided professional development, instructional focus and best practices. An additional focus for 2018-2019 is the inclusion of the Instructional Leadership Team which meets monthly with all Principals, Assistant Principals, and Instructional support staff. This district team reviews the progress towards our goal of surpassing the state on every area of the STAAR. The District Site Based Decision Making Committee meets four times a year to create the Campus Improvement Plan, review data and advise the Superintendent. This committee also approves all requests for waivers and reviews the bond projects. The Superintendent's Cabinet has regularly scheduled meetings in which the District's leadership develops and implements the District's strategic plan both instructionally and operationally. The Superintendent's Parental Advisory Committee or Super PAC advises the district on concerns/issues they may have. This committee also receives information about district programs and events. Coupled with the Super PAC is the Super SAC, of Superintendent's Student Advisory Committee. This committee also advises the superintendent from a students' point of view. An integral part of the District's operations is the use of technology, automation, and online tools. The Stakeholders have ways of reporting issues, gathering information, and corresponding with district staff.

District of Innovation

Clint ISD will start its second year as a District of Innovation., the District appointed a District Advisory Committee to create a plan under the District of Innovation guidelines. The District Advisory Committee created the District of Innovation Plan to ensure the District can meet its vision and goals in addition to the areas on the state's accountability standards, enhance opportunities for students, and create additional supports for them as well. The plan that follows was developed to support innovation and initiatives that benefit students, staff, parents, and the broader community. The following exemptions were sought to assist the District and the organization with meeting our vision and goal.

1. First Day of Instruction - §25.0811
2. Professional Development - §21.452 and §21.458
3. Minimum Attendance for Class Credit or Final Grade - §25.092
4. Student/Teacher Ratios and Class Size - §25.112, §25.113
5. Teacher Appraisal - §21.352

The committee approved to unanimously adopt the District of Innovation plan an exemptions on May 23, 2017 and the Board of Trustees approved the plan on July 20, 2017; the plan will be active through July 20, 2022.

Safety and Support

For the safety and support of our campuses, Clint ISD and the El Paso County Sheriff's Office have participated in a grant funded through the U.S. Department of Justice, Office of Community Oriented Policing Services (**COPS**). The grant has enabled Clint ISD to have law enforcement officers take an active role in providing a law enforcement presence at our schools. Clint ISD annually funded a portion of the

Sheriff's salary and the grant funded the rest. The SRO's have been an active force in ensuring the safety of our students/staff and have also performed outside their traditional role by conducting classroom presentations on a variety of subject matters. The officers also assist with donations for our Communities in Schools program, as well as counsel students and work with parents to support their parenting skills. For 2018-2019, no grant funds are available and Clint ISD is funding the program to have 6 SRO's daily in the District. The District SRO's also conduct presentations for our students the following:

- The effects of drugs and alcohol
- Bullying and cyberbullying
- Internet safety
- Sexting
- Dating violence
- Assaults
- Stranger danger (for elementary students).

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: Funding for the SRO program is no longer available **Root Cause:** The Federal grant which funded the program ended; Clint ISD must fund the SRO program

Perceptions

Perceptions Summary

During the 2017-2018 school year, the Clint ISD's leadership team developed our Core Values which were adopted into policy.

We Are:

Committed

Learner Centered

Innovative

Nuturing

Transparent

The expectation of all staff is to focus on these instructional Core Values. Coupled with setting high expectations for instruction is the

District's initiative of raising attendance.

Clint ISD's Attendance Rate fell below 96% for the first time in 2017-2018.

The table below indicates the attendance by campus and the District total.

2017-2018 Attendance	Final Attendance Rate
Clint High School	96.20
Mountain View High School	94.88
Horizon High School	94.85
Clint Early College Academy	97.15
Clint Junior High School	96.25
East Montana Middle School	96.24
Horizon Middle School	96.14
Ricardo Estrada Middle School	96.48
W. D. Surratt Elementary	96.11
Red Sands Elementary	96.33
Desert Hills Elementary	95.78
Montana Vista Elementary	95.63
Frank Macias Elementary	95.81
C.T. Welch Elementary	95.93
Clint ISD Total	95.84

The Instructional Leadership team reviewed attendance procedures with all administration and the expectations. The targets will be closely monitored to ensure we have over 96% attendance.

Perceptions Strengths

Clint ISD Classloads

Clint ISD has average classload well below the state averages which the chart indicates.

	2017	2017	2017	2018	2018	2018
	Enrollment	FTE	AVG Class Size	Enrollment	FTE	AVG Class Size
CHS	645	42.68	15.1	667	42.05	15.9
MVHS	766	57.43	13.3	812	53.65	15.1
HHS	1547	96.1	16.1	1553	93.3	16.6
CECA	348	17.7	19.7	330	15.8	20.9
CJHS	533	27.5	19.4	561	26.6	21.1
EMMS	675	41	16.4	694	39.9	17.4
HMS	685	41.4	16.6	697	41.6	16.8
REJHS	712	43.2	16.5	708	40.4	17.5
WDS	1017	61	16.7	1022	57	17.9
RSE	797	46.5	17.1	759	44	17.2
DHE	1110	57.5	19.3	1073	58.5	18.3
MVE	699	40.2	17.4	668	37.7	17.7
FME	1045	59	17.7	1075	58	18.5
CTW	932	60	15.5	902	50.8	17.8

The second table shows the increases in staff and salaries over the last five years. As the chart demonstrates, the student ratios are lower than the state averages while salaries are well above them.

School	Description	2014	2015	2016	2017	2018

CHS	Avg. Enrollment (School)	616	588	621	645	667
	FTE	55.17	54.03	56.15	57.92	55.28
	Student per FTE (School)	11.2	10.9	11.1	11.1	12.1
	Avg. Exp. - District	8.5	10.3	11.7	10.8	12
	Student to Teacher Ratio (School)	15.6	14.9	14.9	15.1	15.9
	Average Teacher Salary	\$52,322	\$53,496	\$52,962	\$53,838	\$54,287
MVHS	Avg. Enrollment (School)	844	792	798	766	812
	FTE	78.38	78.99	76.42	77.75	71.53
	Student per FTE (School)	10.8	10	10.4	9.9	11.4
	Avg. Exp. - District	11.2	12	13.5	12.8	10.7
	Student to Teacher Ratio (School)	15	13.5	13.9	13.3	15.1
	Average Teacher Salary	\$52,772	\$53,415	\$54,480	\$54,126	\$53,486
HHS	Avg. Enrollment (School)	1,143	1,176	1,138	1,547	1,553
	FTE	84.84	96.23	90.13	121.9	117.96
	Student per FTE (School)	13.5	12.2	12.6	12.7	13.2
	Avg. Exp. - District	10.2	9.5	8.3	8.5	8.3
	Student to Teacher Ratio (School)	17.2	17.3	15.1	16.1	16.6
	Average Teacher Salary	\$52,454	\$52,337	\$51,919	\$52,676	\$52,538
CECA	Avg. Enrollment (School)	195	219	361	348	330
	FTE	14	13.5	20	23.7	19.93
	Student per FTE (School)	13.9	21.6	18	14.7	16.6
	Avg. Exp. - District	5.4	5.2	8.8	8.6	8.7
	Student to Teacher Ratio (School)	18.6	26.5	22.7	19.7	20.9
	Average Teacher Salary	\$49,704	\$50,469	\$54,604	\$52,568	\$53,189

CJHS	Avg. Enrollment (School)	473	491	520	533	561
	FTE	35.66	38.04	37.96	36.52	35.77
	Student per FTE (School)	13.3	12.9	13.7	14.6	15.7
	Avg. Exp. - District	9.9	9.3	8.7	8	9.3
	Student to Teacher Ratio (School)	17.6	17.4	18.4	19.4	21.1
	Average Teacher Salary	\$50,726	\$51,186	\$51,504	\$51,646	\$52,775
EMMS	Avg. Enrollment (School)	703	693	655	675	694
	FTE	54	57.33	54.18	58.4	55.05
	Student per FTE (School)	13	12.1	12.1	11.6	12.6
	Avg. Exp. - District	11.3	8.7	10.8	9.5	10.5
	Student to Teacher Ratio (School)	17.4	17.3	16	16.4	17.4
	Average Teacher Salary	\$52,935	\$52,289	\$53,363	\$52,148	\$53,171
HMS	Avg. Enrollment (School)	982	959	948	685	697
	FTE	68.34	70.43	68.84	59.51	59.28
	Student per FTE (School)	14.4	13.6	13.8	11.5	11.8
	Avg. Exp. - District	9.2	10.1	10	8.9	8.6
	Student to Teacher Ratio (School)	20	18.7	18.7	16.6	16.8
	Average Teacher Salary	\$52,390	\$52,945	\$51,960	\$51,883	\$51,551
REJHS	Avg. Enrollment (School)	858	854	867	712	708
	FTE	64.5	68.67	69.68	61.49	56.18
	Student per FTE (School)	13.3	12.4	12.4	11.6	12.6
	Avg. Exp. - District	9.7	9.2	8.9	9.5	10.7
	Student to Teacher Ratio (School)	17.1	16.6	17.6	16.5	17.5
	Average Teacher Salary	\$51,580	\$52,127	\$52,587	\$52,304	\$53,606

WDS	Avg. Enrollment (School)	1009	1067	1061	1017	1022
	FTE	67.2	77.75	87.76	83.17	76.13
	Student per FTE (School)	15	13.7	12.1	12.2	13.4
	Avg. Exp. - District	9.5	9.8	11.1	11.3	10.7
	Student to Teacher Ratio (School)	19.8	18.2	15.5	16.7	17.9
	Average Teacher Salary	\$51,965	\$52,227	\$52,974	\$53,530	\$53,741
RSE	Avg. Enrollment (School)	939	847	838	797	759
	FTE	60.68	60.42	66.39	65.7	61.17
	Student per FTE (School)	15.5	14	12.6	12.1	12.4
	Avg. Exp. - District	13	14.1	13.1	11.8	11.7
	Student to Teacher Ratio (School)	20.2	18.4	16.5	17.1	17.2
	Average Teacher Salary	\$53,790	\$55,102	\$54,608	\$54,590	\$54,165
DHE	Avg. Enrollment (School)	1,129	1,153	1,146	1,110	1,073
	FTE	78.97	81.75	79.37	85.75	82.63
	Student per FTE (School)	14.3	14.1	14.4	12.9	13
	Avg. Exp. - District	9.8	10	9.4	8.8	9.5
	Student to Teacher Ratio (School)	19.4	19.7	20.1	19.3	18.3
	Average Teacher Salary	\$51,796	\$52,377	\$52,392	\$52,847	\$53,871
MVE	Avg. Enrollment (School)	788	722	746	699	668
	FTE	58.88	61.89	59.29	60.39	56.85
	Student per FTE (School)	13.4	11.7	12.6	11.6	11.7
	Avg. Exp. - District	9.5	10.8	11.7	11.1	12.1
	Student to Teacher Ratio (School)	18	17.3	18.6	17.4	17.7
	Average Teacher Salary	\$51,590	\$52,742	\$53,565	\$53,263	\$54,360

FME	Avg. Enrollment (School)	1,232	1,140	1,038	1,045	1,075
	FTE	80.21	81.71	79	80.17	79.29
	Student per FTE (School)	15.4	14	13.1	13	13.6
	Avg. Exp. - District	11.5	11.7	11.5	9.2	11.1
	Student to Teacher Ratio (School)	19.2	18.5	18	17.7	18.5
	Average Teacher Salary	\$52,728	\$53,491	\$53,730	\$53,240	\$53,760
CTW	Avg. Enrollment (School)	938	972	975	932	902
	FTE	66.91	70.59	75.75	79.67	64.95
	Student per FTE (School)	14	13.8	12.9	11.7	13.9
	Avg. Exp. - District	10.3	9	10.3	8.7	9.8
	Student to Teacher Ratio (School)	18.5	18.2	15.98	15.5	17.8
	Average Teacher Salary	\$52,389	\$52,139	\$54,044	\$53,877	\$53,987

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student expectation for the the 90% rule is not being adhered to consistently **Root Cause:** Attendance was not at 96% during the 2017-2018 school year

Problem Statement 2: Student academic levels are not above the state in all tested content areas **Root Cause:** Classloads and staffing are not a root cause as demonstrated by the data in the CNA

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Critical Success Factor(s) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility

- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Revised/Approved: August 30, 2018

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 1: Teachers will utilize the TRS curriculum and instruction system to improve student performance.

Evaluation Data Source(s) 1: All district level student performance targets will improve by 5% for all tested levels.

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 4. Improve low-performing schools.





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) The district and campus administration will ensure utilization of the TEKS Resource System (TRS).</p>		Curriculum and Instruction Staff, Campus Administration, Curriculum Coaches	Curriculum based assessments, common assessments, Istation, DRA, STAAR and TELPAS results				
Funding Sources: 211 ESEA, TI A IMP - 85000.00							
<p>Critical Success Factors CSF 1</p> <p>2) The district will provide ongoing professional development on the TEKS Resource System to improve and align instruction to teachers and campus administration.</p>		Assistant Superintendents of C & I, Instructional Coordinators	Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS				
<p>Critical Success Factors CSF 7</p> <p>3) The district will provide ongoing training on planning with IFD and YAG in content areas for teachers and campus leadership.</p>	2.4	Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATON LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				

<p align="center">Critical Success Factors CSF 2</p> <p>4) The district instructional coordinators will monitor campus level TEKS Academies/ PLC's to ensure rigor required for instruction in all content areas.</p>	2.4	C&I Instructional Staff	Training dates, sign-in sheets, classroom observations, agendas, artifacts: student work				
<p>5) The district will adopt and/or purchase instructional materials and supplies that align to the curriculum and support district initiatives in Math, Science, Social Studies, ELAR, and GT</p>	2.5	Curriculum and Instruction Staff, Campus Administration, Curriculum Coaches, Teachers	Meeting agendas, sign-in sheets, purchase orders, instructional material allotment (IMA) artifacts, new adoption artifacts, Istation for Reading and Math universal screener, FPC Literacy Kits, library inventories, activity reporting forms, Family Nights, Science adoption to teach TEKS, Robotics competition, student participation and involvement, New Teacher Center supplies.				
<p>Funding Sources: 211 ESEA, TI A IMP - 118077.60, 410 IMA - 0.00, 263 ESEA, TIII LEP - 0.00, 255 ESEA, TIIA, TPTR - 0.00, 199 GENERAL FUND - 333000.00</p>							
<p align="center">Critical Success Factors CSF 2</p> <p>6) The district will develop CBA's in order to progress monitor the student's academic growth and curriculum alignment in all core content areas. CBA's will be online and completed by all campuses following the CBA assessment schedule. Designated supports for special populations will be available via online tools.</p>	2.4	Campus administration, Teachers, Curriculum and Instruction, Curriculum Coaches	CBA development documents, Eduphoria-Aware, data dialogues				
<p align="center">Critical Success Factors CSF 1</p> <p>7) The district will provide accelerated instruction for students to allow them to gain, recover, acquire and/or verify credits through the use of non-traditional means.</p>	2.6	Curriculum and Instruction, Campus Administration, Counselors	Completion rate, graduation rate				
<p>Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00</p>							
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>8) The district will monitor the implementation of student level interventions through RtI and monthly principal meetings.</p>	2.6	Curriculum and Instruction, campus administration, curriculum coaches	Meeting agendas, Skyward RtI data				
<p>9) The district will ensure campuses utilize data derived from CBA's, common assessments, and intervention programs to guide and improve teaching and learning.</p>		Curriculum and Instruction, Campus Administration, Curriculum Coaches	Istation, Think Through Math, LLI Data, Imagination Learning reports, Eduphoria, iRead Reports, STAR 360 Data				

10) The district will provide opportunities for teachers and campus administrators to attend vertical alignment meetings offered once every grading period to discuss curriculum alignment in the TEKS, the process standards and share best practice strategies.	2.5	Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
Critical Success Factors CSF 1 11) The district will monitor classroom rigor and alignment of instruction during the academic school year to include summer school programs.	2.6	Curriculum and Instruction, Campus Administration, Curriculum Coaches	Eduphoria walkthrough data, common assessments, Istation, Think Through Math, STAAR and TELPAS results, lesson plans				
	Funding Sources: 199 GENERAL FUND - 2000.00						
12) The district will provide additional resources and material to campuses district-wide.		Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
	Funding Sources: 211 ESEA, TI A IMP - 88560.00, 199 GENERAL FUND - 1000.00, 263 ESEA, TIII LEP - 0.00						
13) Provide funding for supplemental technology equipment, audio visual equipment, and software including System 44 and iRead software and consumables to align with District initiatives.	2.5	Instructional Services & Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
	Funding Sources: 211 ESEA, TI A IMP - 29517.60, 199 GENERAL FUND - 5400.00, 263 ESEA, TIII LEP - 0.00, 281 Title IV, Part A SSAEP - 0.00						
14) The District will enhance the Robotics program and provide resources, transportation, and competition fees for the program.	2.5	Curriculum and Instruction, Instructional Technology Coordinators	Student competition results				
	Funding Sources: 281 Title IV, Part A SSAEP - 43582.54, 199 GENERAL FUND - 1000.00						
Critical Success Factors CSF 1 15) Provide material and resources for summer accelerated instruction programs.	2.6	Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
	Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00						
16) The district will monitor and purchase campus instructional resources and textbooks to ensure that they are aligned with district initiatives.		Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
	Funding Sources: 263 ESEA, TIII LEP - 0.00, 410 IMA - 175000.00						
Critical Success Factors CSF 2 17) Monitor Unit Assessment Data after the appropriate cycle through PLC's and data dialogues to ensure quality interventions are aligned to student need.	2.5, 2.6	Instructional Services, Accountability	Eduphoria Reports, Data Dialogues, PLC agendas				

<p align="center">Critical Success Factors CSF 2</p> <p>18) The district will conduct post CBA analysis meetings (Data Digs) to examine CBA results and develop strategies to address low performing student expectations.</p>	2.6	Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
<p align="center">Equity Plan Strategy Critical Success Factors CSF 7</p> <p>19) The district will provide mentoring for instruction and provide support to address concerns by dedicating staff to mentor new teachers.</p>	2.4	Instructional Services, Campus Administration, Mentor Coordinators	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
Funding Sources: 255 ESEA, TIIA, TPTR - 0.00							
<p align="center">Critical Success Factors CSF 3</p> <p>20) Implement the Lead4Ward Learning Series to develop campus administration as instructional leaders. All administration will either complete the Planning Instruction or Evidence of Learning Strands</p>	2.4	Curriculum and Instruction, Accountability	Classroom Observations, Professional Development logs, STAAR scores				
Funding Sources: 255 ESEA, TIIA, TPTR - 75000.00							
<p align="center">Equity Plan Strategy Critical Success Factors CSF 7</p> <p>21) The district and campus administration will conduct classroom walkthroughs which are aligned to the T-TESS which ensure the implementation of professional development strategies and will provide support to strengthen the implementation of professional development as needed.</p>		Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				
<p align="center">Equity Plan Strategy Critical Success Factors CSF 7</p> <p>22) Implement the Student Learning Objective (SLO) Process for all teachers to include the following: SLO identification Tracking of Students Progress Year End Success and Reflect Process</p>	2.5	Instructional Services, Accountability	SLO Tracking documents, SLO Rubrick, Eduphoria Reports				
<p align="center">Critical Success Factors CSF 2</p> <p>23) The district and campus administration will ensure the implementation of Performance Assessments in core content areas and provide professional development and support to maximize student learning.</p>	2.4	Instructional Services, Campus Administration	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, PBM				

24) The district will provide Pre-Kindergarten instruction to students, who reside within the boundaries of Clint ISD, to prepare children transitioning into Kindergarten.		Curriculum and Instruction, Campus Administrators, Counselors	Class rosters, attendance reports, Istation data, CIRCLE program assessments				
Funding Sources: 199 GENERAL FUND - 0.00							
<p align="center">Critical Success Factors CSF 2</p> 25) The district will develop digital nine week assessments aligned with the Triumph Targets for K-2.	2.4	Elementary Instructional Coordinators	Formative: ISTATION Summative: ISTATION and end of year assessments				
26) The district will provide ELAR instructional targets, resources, and materials to support student learning.		Elementary and Secondary Instructional Coordinators	FORMATIVE & SUMMATIVE: ISTATION & Triumph Targets				
Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00, 410 IMA - 17500.00							
27) The district will provide vision services (exam & single vision glasses) to children in schoolwide campuses that are not insured. The vision services will assist children to do better in school and achieve academic success.	2.4	Federal Programs Director Nurses	Referral Forms Sign In Sheets Appointment Forms Parent Consent Forms Phone and Contact Logs				
Funding Sources: 211 ESEA, TI A IMP - 1500.00							
28) Pregnancy Related Services (PRS) Itinerary Teacher will provide academic support and other services to students in homebound at home or in some cases in other places other than the home. The teacher will work with students after working hours when the amount of students to be served increases to four or more in a semester.		Federal Programs Director PRS Itinerary Teacher	Sign In Sheets Appointment Calendar Consent Forms Phone and Contact Logs Student Progress Reports Other (Physician Notes)				
Funding Sources: 199 GENERAL FUND - 5000.00							
<p align="center">Critical Success Factors CSF 5</p> 29) The district is required to hold an annual and ongoing consultation meeting(s) with eligible Private Non Profit Schools wishing to participate in the Title I programs and services. During the end of the 2017-2018 school year, it was determined that there are currently students residing in the Clint ISD boundaries and attending private non-profit schools. It was also determined that the students enrolled in the PNPs do not qualify to receive Title I, Part A services during the 2018-2019 school year based on income eligibility requirements.	2.4	Federal Programs Director Federal Programs Specialist	Email Communication Sign In Sheets of meetings Phone and Contact Logs				
Funding Sources: 211 ESEA, TI A IMP - 0.00							

<p>30) The District has set aside a reservation from Title I, Part A to provide a Summer School program during the 2018-2019 school year. Summer school materials and resources will be funded, as well. Summer school will be offered in the content areas as follows: LitCamp (Reading Program), Math, Reading, End of Course Remediation and other identified core subject areas. Activity will be conducted in the summer months.</p>	<p>2.4, 2.5, 2.6</p>	<p>Federal Programs Director Elementary/Secondary Curriculum and Instruction Department Assistant Superintendents Chief Financial Officer Principals</p>	<p>Student Progress Reports Attendance Sheets Employee Timesheet Program Timeline/Schedule</p>				
<p>Funding Sources: 211 ESEA, TI A IMP - 215000.00</p>							
<p>PBMAS Critical Success Factors CSF 1</p> <p>31) The District will provide instruction for students with auditory and visual impairments that will allow them access to classroom instruction by paying tuition and transportation for those services.</p>	<p>2.4, 2.6</p>	<p>SPED Director, Assistant SPED Director, Instructional Services</p>	<p>Student Progress Reports</p>				
<p>Funding Sources: 199 GENERAL FUND - 94560.00</p>							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 2: District and campus staff will participate in professional learning opportunities throughout the 2018-2019 school year, with an emphasis on Meets and Masters Grade Level Performance on Domain II .

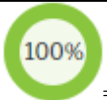



Evaluation Data Source(s) 2: Performance gaps among all student groups will be closed as evidenced on Domain III - Closing the Gaps and from data on state mandated assessments.

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math. 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 7</p> <p>1) The district and campuses will provide researched-based professional development for all staff.</p>		Curriculum and Instruction Campus Administration Curriculum Coaches District Level Personnel	Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS, OLPT, Norm-Reference Test, Purchase Orders, New Teacher Center, IRead, System 44				
Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00, 255 ESEA, TIIA, TPTR - 0.00, 263 ESEA, TIII LEP - 0.00, 244 VOC ED BASIC GRANT - 0.00							
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) The district will provide teachers/staff with training in differentiated instruction for all student groups.</p>		Assistant Superintendents of C & I, Instructional Coordinators	Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS.				
Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00, 263 ESEA, TIII LEP - 0.00							
<p>Critical Success Factors CSF 7</p> <p>3) The district will provide opportunities for GT training.</p>		Advanced Academics Coordinator	Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS.				
<p>Critical Success Factors CSF 7</p> <p>4) The district will provide/attend professional development for new teachers to the district and staff.</p>		Assistant Superintendents of C & I Office of Academics and Compliance	Sign in sheets, certificates of completion, agendas, teacher walkthroughs				
Funding Sources: 211 ESEA, TI A IMP - 0.00, 255 ESEA, TIIA, TPTR - 0.00, 199 GENERAL FUND - 2100.00							

Critical Success Factors CSF 7 5) The district will provide a mentorship program for new teachers.		Curriculum & Instruction	Sign in sheets, certificates of completion, agendas				
	Funding Sources: 255 ESEA, TIIA, TPTR - 0.00, 211 ESEA, TI A IMP - 0.00						
6) The district will provide/attend professional development on ARD, Section 504, SPED, and LPAC procedures and best practices, Dyslexia, CTE.		Director of Student Academic Support, Bilingual, ESL, Special Education	Sign in sheets, certificates of completion, agendas, ARD/504 documentation, IEPs, LPAC minutes				
	Funding Sources: 199 GENERAL FUND - 16500.00						
7) The district will provide opportunities for staff to attend professional development with the intent to bring strategies back to district personnel.		Assistant Superintendents of C & I	Training dates, certificates of completion, agendas				
	Funding Sources: 211 ESEA, TI A IMP - 0.00, 244 VOC ED BASIC GRANT - 0.00, 263 ESEA, TIII LEP - 0.00, 255 ESEA, TIIA, TPTR - 0.00, 199 GENERAL FUND - 0.00						
Critical Success Factors CSF 7 8) Implement the Laying the Foundation Program for all Algebra I teachers to align TRS with online Algebra I resources and best teaching practices.	2.6	Secondary Math Coordinator, Campus Principals					
	Funding Sources: 255 ESEA, TIIA, TPTR - 25000.00						
9) The district will provide academies for all content areas to train teachers in the rigor of TEKS, Process Standards, STAAR, and state mandated assessments.		Instructional Services	Formative: Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, AYP, STAAR M, Alt, STAAR, PBM				
Critical Success Factors CSF 3 10) District personnel will attend Assistant principal academies/conferences to learn more about instructional leadership, budget and finance, and professional ethics.		Assistant Superintendents of C & I and Campus Administrators	Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, AYP, STAAR M, Alt,, STAAR PBM				
	Funding Sources: 255 ESEA, TIIA, TPTR - 0.00, 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00						
11) District staff will provide/attend professional development in the following areas to enhance instruction district-wide: Math, Science, Social Studies, ELA/Reading, ELA strategies for ELL's, AVID.		Instructional Services	Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, AYP, STAAR M, Alt,, STAAR PBM				
	Funding Sources: 199 GENERAL FUND - 3500.00, 211 ESEA, TI A IMP - 2000.00, 263 ESEA, TIII LEP - 0.00, 255 ESEA, TIIA, TPTR - 0.00						
12) District personnel will attend professional development conferences to learn more about best instructional practices and skills to increase student performance in core content areas.		Instructional Services	Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, ISTATION LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, AYP, STAAR M, Alt,, STAAR PBM				
	Funding Sources: 199 GENERAL FUND - 75200.00, 211 ESEA, TI A IMP - 0.00						

13) The district will provide professional development in the components of the elementary district frameworks.		Elementary Instructional Coordinators	Sign in sheets, agendas, lesson plans, walkthroughs, student work				
Critical Success Factors CSF 1 CSF 7 14) The district and campus administration will ensure the support and resources for writing programs to increase student success in written expression for the STAAR. The District will continue to implement a writing program in grades 6th through 10th to align the curriculum.	2.6	Instructional Services, Campus Administration	Formative: Unit Assessments, Walkthroughs, CBA's, STAAR data				
	Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00						
15) The district will provide training and coaching on the Google classroom initiative and one-to-one initiative.	2.5	Assistant Superintendents of Curriculum and Instruction, Instructional and Technology Coordinators	FORMATIVE: Teacher sign-ins and logs, pre & post tests, CBAs SUMMATIVE: STAAR scores,				
	Funding Sources: 211 ESEA, TI A IMP - 0.00, 410 IMA - 0.00						
Critical Success Factors CSF 3 CSF 7 16) Implement the New Teacher Center Program to train staff on how to coach, mentor and provide feedback to ensure teachers are effective in the classrooms	2.5	Elementary Mentor Coordinator Secondary Mentor Coordinator Curriculum Coaches Campus Administration	Training Sing-in sheets Observation Summaries Training handouts Teacher Walkthrough data				
	Funding Sources: 255 ESEA, THIA, TPTR - 75000.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 3: The District will provide systemic support to build campus capacity to meet state and federal compliance to eliminate the performance gap among student groups (ELLs and Special Education) by the end of the 2018-2019 school year.

Evaluation Data Source(s) 3: Student performance will be measured by STARR assessments, TELPAS, College Readiness Exams and will decrease the performance gap by at least 3%.





Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The district will provide training for all LPAC Administrators, secondary counselors and diagnosticians at the beginning (identification and placement), middle (testing decisions), end of year (exiting), and monthly to disseminate information and updates		Coordinators of Bilingual/ESL, LPAC Administrators	Sign-In Sheets, Agendas, training materials, oaths				
Funding Sources: 199 GENERAL FUND - 0.00							
2) The district will ensure LPAC administrators are providing LPAC training for their staff at the beginning of the year.		Coordinators of Bilingual/ESL, LPAC Administrators	Sign-In Sheets, Agendas, training materials, oaths				
3) The district will ensure that each campus LPAC administrator holds monthly meetings to accurately identify, place, serve and monitor all ELL students effectively.		Coordinators of Bilingual/ESL, LPAC administrators	LPAC minutes, LPAC agendas, LPAC monitoring sheets. Accurate submission to PEIMS for snapshot.				
Critical Success Factors CSF 7	2.6	Curriculum and Instruction, Coordinator of Bilingual	Sign-In Sheets, Agendas, training materials, lesson plans, walkthroughs, PDAS observations				
4) The district will provide training for all Bilingual Teachers in the use and implementation of the transitional early exit model.	Funding Sources: 211 ESEA, TI A IMP - 0.00, 263 ESEA, TIII LEP - 0.00, 199 GENERAL FUND - 0.00						
Critical Success Factors CSF 1 CSF 7	2.6	Curriculum and Instruction, Coordinators of Bilingual/ESL	Sign-in-sheets, agendas, training materials and resources and lesson plans. Increase of use of ELPS in core content areas and lesson plans. Increase in state assessment scores in all content core subjects.				
5) The district will offer training and support of English Language Proficiency Standards (ELPS) to all content teachers to increase overall student passing rates for ELL's served, denials, and exited students.	Funding Sources: 263 ESEA, TIII LEP - 0.00, 199 GENERAL FUND - 0.00						

<p align="center">Critical Success Factors CSF 7</p> <p>6) The district will ensure the use of the English Language Proficiency Standards (ELPS) by all content teachers to increase overall student passing rates for ELL's served, denials, and exited students.</p>	2.6	Curriculum and Instruction, Coordinators of Bilingual/ESL Campus Administration Curriculum Coaches	Lesson plans, walkthroughs, PDAS observations. Increased passing rate for ELL students on state assessments.				
<p align="center">Critical Success Factors CSF 1</p> <p>7) The district will develop, train, and coordinate the Language Acquisition Summer Institute for incoming Kindergarten and First grade students in need of linguistic support.</p>	2.6	Coordinator of Bilingual	Lesson plans, sign-in-sheets, student attendance rosters, progress monitoring sheets. Increase in language proficiency for each student by domain in TELPAS scores and OLPT scores. Increase in federal accountability systems.				
Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00, 263 ESEA, TIII LEP - 0.00							
<p>8) The district will ensure that campuses are implementing the transitional early exit model across grade levels.</p>		Curriculum and Instruction, Coordinator of Bilingual, Campus Administration, Curriculum Coaches	Lesson plans, LPAC progress monitoring sheets, walkthroughs, PDAS observations, student artifacts				
<p align="center">Critical Success Factors CSF 7</p> <p>9) The district will provide scientifically research-based supplemental resources, equipment and materials for instruction and/or intervention for ELL students in the entire core curriculum.</p>	2.6	Curriculum and Instruction Coordinators of Bilingual/ESL	Scientifically research-based literature on specific programs; purchase orders; approved vendor list; agenda and sign-in-sheets of professional development where materials were used. Grades, state assessments, benchmarks				
Funding Sources: 211 ESEA, TI A IMP - 0.00, 199 GENERAL FUND - 0.00, 263 ESEA, TIII LEP - 0.00							
<p align="center">Critical Success Factors CSF 7</p> <p>10) The District will implement a program for elementary and secondary ELL students which it provides English Language Development strategies for teachers.</p>	2.6						
Funding Sources: 263 ESEA, TIII LEP - 35000.00							
<p>11) The district will provide a Pre K-12 parental sessions for parents/guardians of ELL students.</p>		Coordinators of Bilingual/ESL Campus Administrator	Sign-in-sheets, agendas, training materials and resources and lesson plans.				
Funding Sources: 199 GENERAL FUND - 0.00, 263 ESEA, TIII LEP - 0.00, 211 ESEA, TI A IMP - 0.00							

12) The District will utilize the LUCHA program to identify credits and coursework and evaluate transcripts for all ESL students from other countries to ensure the consistency of correct grade level placement.		Coordinator of ESL Campus Administrator Counselors College Readiness Facilitators Advanced Academics Coordinator	Emails, students grade level placement				
Funding Sources: 199 GENERAL FUND - 35000.00							
13) The district will provide training for staff on the special education ARD process.		Special Education Department	Sign-In Sheets Agendas ARD documentation				
<p style="text-align: center;">Critical Success Factors CSF 7</p> 14) The district will conduct feeder pattern meetings for special education and ELL teachers to analyze data, evaluate strategies, and monitor student progress.	2.6	Special Education Coordinators, Bilingual and ESL Coordinators	Agendas Sign-In Sheets				
<p style="text-align: center;">Critical Success Factors CSF 7</p> 15) The district will provide opportunities for special education teachers to meet and collaborate with others in the same specialized area to analyze data and discuss instructional strategies.	2.6	SPED Department, Instructional Services	Classroom observations, student artifacts, sign in sheets, agendas				
<p style="text-align: center;">Critical Success Factors CSF 2</p> 16) The district will analyze data to monitor student academic growth for students receiving special education services.		Special Education Coordinators	Completed SEPM Packet				
17) The district will assist and monitor campus SSI Interventions for all students (Between first and second administration).	2.6	Special Education Department and Coordinators, Curriculum and Instruction	Classroom observations, student artifacts, sign in sheets, agendas				
<p style="text-align: center;">Critical Success Factors CSF 1 CSF 7</p> 18) The district will ensure campuses are progress monitoring LEP served, first year and second year students every nine weeks.		Coordinators of Bilingual/ESL Campus Administrators	LPAC progress monitoring forms, LPAC minutes, agendas, sign-in-sheets				

Critical Success Factors CSF 1 19) The district will provide support on inclusive practices and strategies for both special education and general education teachers.	2.6	SPED Department, Instructional Services	STAAR Scores Student achievement records Eduphoria data				
	Funding Sources: 211 ESEA, TI A IMP - 0.00						
Critical Success Factors CSF 4 20) The District will monitor all inclusions teacher schedules and review logs to ensure that students are supported in the classroom. Monitoring will occur after each grading periods.		SPED Director, Assistant Director and Instructional Services	Inclusion Logs Master Schedules Classroom Observations				
	Funding Sources: 199 GENERAL FUND - 115105.00						
PBMAS Critical Success Factors CSF 4 21) The District will provide materials and resources to SPED personnel in order to make classroom instruction accessible to students receiving special education services.	2.4, 2.6	SPED Director, Assistant Director, Instructional Services	Purchase Requisitions Classroom Observations				
	Funding Sources: 199 GENERAL FUND - 115105.00						
22) The District will provide outside agency medical services to students as per ARD.	2.4, 2.6	SPED Director, Assistant Director	Purchase Requisitions Medical Evaluations				
	Funding Sources: 199 GENERAL FUND - 27450.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 4: The District will provide students opportunities to be college and career ready throughout the 2018-2019 school year.

Evaluation Data Source(s) 4: Student enrollment and completion will increase in AP, DC, CTE courses as evidence on the State Accountability reports for Domain I - College, Career Military Readiness

Summative Evaluation 4:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The district will ensure campuses provide test preparation and opportunities for students to take college entrance exams (SAT/TSI).		Instructional Services	STAAR Scores, TSI Exams, PSAT/ACT/SAT, ReadiSTEP				
	Funding Sources: 199 GENERAL FUND - 0.00						
2) Provide Dual Credit and AP resources (textbooks and tuition) for students to be successful.		Secondary Instruction, Campus Administration	Purchase Orders, Dual Credit Rosters, IMA Forms				
	Funding Sources: 410 IMA - 100000.00, 199 GENERAL FUND - 60000.00						
3) The district will monitor that high schools offer dual credit courses through El Paso Community College and/or UT Austin OnRamps.		Campuses and Instructional Services	Master schedules, Skyward				
	Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00						
4) The district will ensure secondary campuses offer Pre-Advanced and Advanced Academic courses and ensure that 5th grade students are identified for middle school courses.		Campuses and Instructional Services	Master schedules, Skyward				
5) The district will monitor that all high schools inform parents and students of higher education and financial aid opportunities and require all seniors to complete the FAFSA		Advanced Academics Coordinator, College Readiness Facilitators	Sign in sheets, Student scholarship summary, FAFSA Reports				

<p>6) The counselors and/or college readiness facilitators will educate students on how to investigate a college of their choice. They will also assist with: college admissions financial aid opportunities Texas grant program opportunities counseling services to enroll in the appropriate high school courses</p>		<p>Campus Administration College Readiness Facilitators, Counselors, Advanced Academics Coordinator</p>	<p>Completed college applications Student sign in sheets Student scholarship summary College fair sign-in sheets</p>				
<p>7) The district will support middle school campuses in promoting enrollment at the Clint Early College Academy.</p>		<p>Campus Administration</p>	<p>CECA enrollment</p>				
<p>8) The district will promote opportunities for teachers to be trained for AP and Pre-AP courses.</p>		<p>Campus Administration Instructional Services</p>	<p>Certificates of Completion</p>				
<p>Funding Sources: 255 ESEA, THA, TPTR - 18400.00</p>							
<p>9) The district will ensure high school campuses will offer college prep classes in ELA and Math.</p>		<p>Campus Administration Instructional Services</p>	<p>Decrease in number of students taking post-secondary remedial courses</p>				
<p>Funding Sources: 410 IMA - 25000.00</p>							
<p>10) The district will ensure middle school campuses review career options & CTE programs with students for the purpose of placement into the selected CTE pathway.</p>		<p>Campus Administration Counselors Instructional Services</p>	<p>CTE Career Path Survey Results</p>				
<p>11) The district will encourage and support high school campuses to provide options for students in need of graduation and accelerated instruction through credit attainment.</p>		<p>Campus Administration Instructional Services</p>	<p>Credit Recovery report (Annual)</p>				
<p>Funding Sources: 211 ESEA, TI A IMP - 85000.00, 199 GENERAL FUND - 0.00</p>							
<p>12) All high schools will inform parents and students of higher education and financial opportunities and the TEXAS & Teach for Texas grant programs</p>		<p>Campus Administration, Advanced Academics Coordinator, College Readiness Facilitators</p>	<p>Student sign in sheets Student scholarship summary</p>				

13) The district will promote CTE programs and best practices for the district.		Campus Administration Instructional Services	CTAT membership(s)				
	Funding Sources: 244 VOC ED BASIC GRANT - 0.00						
14) Purchase Career Interest software for all Career Readiness classrooms		CTE Coordinator, Instructional Technology Coordinators	Usage Reports				
	Funding Sources: 199 GENERAL FUND - 17500.00						
Critical Success Factors CSF 7 15) The District will encourage staff to obtain their masters or complete 18 hours towards their content areas in order to be credentialed with El Paso Community College		Secondary Instruction	Masters Enrollment EPCC credentialing reports Master Schedules				
	Funding Sources: 498 CREED Foundation - 27000.00, 255 ESEA, TIIA, TPTR - 30000.00						
Critical Success Factors CSF 1 16) Clint ISD will continue the implementation of AVID to prepare students to develop the skills needed to pass and excel at the state assessments and prepare to successfully participate in advanced level classes such as AP and Dual Credit.	2.6	Advanced Academic Coordinator	CCI(AVID Document) Improved Grades.				
	Funding Sources: 211 ESEA, TI A IMP - 10000.00						

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 5: The District will provide opportunities for Homeless Students to be academically successful and complete all academic requirements for graduation.

Evaluation Data Source(s) 5: The District will offer supplemental social and academic support to identified students.

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District Homeless Liaison will work with campus personnel to ensure homeless students are on track with attendance, grades, tutoring, high school credits and post high school education.	2.5, 2.6	Federal Programs Director; Parental Involvement Specialist / Homeless Liaison; Counselors	Student follow-up report; Credit recovery student assessment form				
Funding Sources: 211 ESEA, TI A IMP - 54185.00							
2) The District Homeless Liaison will provide intervention activities/programs to provide opportunities for the homeless students to be academically successful. Activities include: Fund 206 - Extra-duty costs for tutoring and homework assistance for (displaced) students. - School supplies for (displaced) students. - Excess cost for transportation services for (displaced) students. Fund 211 - Services to (displaced) students - emergency clothing/uniforms.	2.5, 2.6	Federal Programs Director; Parent Involvement Specialist / Homeless Liaison	Student involvement; distribution log/supply list; graduation rates, completion rates, attendance rates.				
Funding Sources: 206 TEHCY - 17706.00, 211 ESEA, TI A IMP - 1000.00							
3) The District will provide a Homeless Liaison to assist in identifying the needs of identified homeless students and monitor the student's academic progress and provide the supplemental social support services during the school year.	2.5, 2.6	Federal Programs Director; Parent Involvement Specialist / Homeless Liaison	TEHCY Mid-Year and End of Year Reports; Student involvement; distribution log/supply list; graduation rates, completion rates, attendance rates.				
Funding Sources: 211 ESEA, TI A IMP - 54185.00							


 = Accomplished  = Continue/Modify  = No Progress  = Discontinue

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 6: The District will provide opportunities for Migrant Students to be academically successful and complete all credit requirements for graduation. (Priority for Services for Title I, Part C is made a part of an addendum to the plan)

Evaluation Data Source(s) 6: The Region 19 ESC Migrant Education Program in collaboration with the district will provide high-quality academic and social opportunities for identified students.

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Region 19 ESC Migrant Education Program will provide identified students with opportunities to recover credits through collaborative efforts with credit recovery program(s).	2.5, 2.6	SSA - Region 19 Migrant Education Program / Federal Programs Director	Number of credits earned by migrant students.				
	Funding Sources: 212 ESEA, TIP-C EDMI - 0.00						
2) Region 19 ESC Migrant Education Program will provide intervention programs to provide educational opportunities for identified students to be academically successful. Programs consist of: supplemental instruction, summer programs, middle school retreat, reading & biology camps, and college workshops. (See attached addendum of Planned Supplemental Activities - Schedule PS3103).	2.5, 2.6	SSA - Region 19 Migrant Education Program / Federal Programs Director	Student involvement; graduation rates, completion rates, attendance rates.				
	Funding Sources: 212 ESEA, TIP-C EDMI - 86298.00						
3) Region 19 ESC Migrant Education Program will provide identified students with information on opportunities for post secondary education.	2.5, 2.6	SSA - Region 19 Migrant Education Program / Federal Programs Director	Student enrollment in college prep. courses; graduation rates, completion rates, attendance rates.				
	Funding Sources: 212 ESEA, TIP-C EDMI - 0.00						
4) Ensure federal grants are in compliance by attending professional development in order to meet grant requirements and compliance. Professional development activities include: migrant related conference(s) - through ESC SSA and/or the Migrant Advisory Council Meetings hosted by Region 19 ESC.	2.5, 2.6	Region 19 ESC Migrant Education Program SSA	Formative: Approved grant activities. Summative: Annual audit				
	Funding Sources: 212 ESEA, TIP-C EDMI - 0.00						
							

Goal 1: The District will be a model of high standards for student academic excellence.





Performance Objective 7: The District will create opportunities for students to expand their use of the one-on-one device program to continue promoting 21ST Century learning environments for 100% of all Clint ISD students.

Evaluation Data Source(s) 7: STAAR data, STaR Chart data, T-TESS evaluations

Summative Evaluation 7:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Provide all district students with a device to equip them with 21st century skills through the availability of a device assigned for each student.	2.5	Chief Technology Officer Campus Administration Instructional Technology Coordinators	Computer usage logs Lesson plans showing usage and engaging curriculum Instructional technology boot camp				
Funding Sources: 410 IMA - 0.00, 199 GENERAL FUND - 0.00, 201 Title I SIP - 0.00, 211 ESEA, TI A IMP - 0.00							
2) Provide technology training to District staff in a variety of areas to include: *Lesson Planning *Interactive White Boards *Think Through Math *Istation *Data Disaggregation *RTI *Online resources (IRead, System 44) *Office 365 *Google Classroom *Ipad App Integration		Chief Technology Officer Campus Administration Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Clint teacher tools app Meeting agendas, purchase orders, activity reporting forms, student participation and involvement				
Funding Sources: 211 ESEA, TI A IMP - 0.00							

Critical Success Factors CSF 7 3) Provide support to campuses through the Instructional Technology Support Coordinators to assist with integrating technology in the classroom	2.5	Instructional Services Campus Administration Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-through New teacher technology intake Help desk tickets Instructional technology boot camp				
	Funding Sources: 410 IMA - 0.00						
4) Provide training opportunities for district staff to attend conferences and other technology related workshops to include: *TCEA *ISTE *TNT *EdTech		Chief Technology Officer, Campus Administration, Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs				
	Funding Sources: 211 ESEA, TI A IMP - 0.00						
Critical Success Factors CSF 7 5) Provide training opportunities for Technology for District staff on ways to integrate technology		Chief Technology Officer, Campus Administration, Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Instructional technology website Clint teacher tools app				
	Funding Sources: 199 GENERAL FUND - 0.00						
Critical Success Factors CSF 2 CSF 7 6) Create and enhance online resources for teachers in the classroom		Chief Technology Officer Instructional Technology Support Coordinators	Online Resources Clint teacher tools app				
	Funding Sources: 410 IMA - 0.00, 211 ESEA, TI A IMP - 0.00						
7) Provide resources to create 21st Century learning environments for all students in the District	2.5	Instructional Services, Technology Department	Student Reports Classroom Inventory Purchase Requisitions Classroom Observations				
	Funding Sources: 410 IMA - 0.00, 211 ESEA, TI A IMP - 0.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							





Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 8: The District will consistently monitor how technology is integrated into the mainstream curriculum to support the improvement of scores on the STAAR exams across all tested areas for 2018-2019.

Evaluation Data Source(s) 8: Technology integration will be increased by 10% as reflected on the STaR Chart

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 7 1) Provide support to campuses through the Instructional Technology Support Coordinators to assist with integrating technology in the classroom	2.5	Campus Administration Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-through New teacher technology intake Help desk tickets Instructional technology boot camp				
				Funding Sources: 410 IMA - 195000.00			
Critical Success Factors CSF 1 CSF 2 CSF 7 2) Provide technology training to District staff in a variety of areas to include: *Lesson Planning *Interactive White Boards *Think Through Math *Istation *Data Disaggregation *RTI *Online resources *Office 365 *Google Classroom *Ipad App Integration		Campus Administration, Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Clint teacher tools app				
				Funding Sources: 211 ESEA, TI A IMP - 0.00			
3) Provide training opportunities for district staff to attend conferences and other technology related workshops to include: *TCEA *ISTE *TNT *EdTech		Campus Administration, Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs				
				Funding Sources: 211 ESEA, TI A IMP - 0.00			





4) Provide training opportunities for Technology for District staff on ways to integrate technology		Campus Administration, Instructional Technology Coordinators	Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Instructional technology website Clint teacher tools app				
Funding Sources: 199 GENERAL FUND - 0.00							
5) Create and enhance online resources for teachers in the classroom		Instructional Technology Support Coordinators Executive Director of Technology	Online Resources Clint teacher tools app				
Critical Success Factors CSF 1	2.4, 2.6						
6) Provide technology and software to SPED staff and students receiving SPED services to make classroom instruction more accessible.		SPED Director, Assistant SPED Director, Instructional Services	Purchase Requisitions Student performance on assessments				
Funding Sources: 199 GENERAL FUND - 62035.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 9: Campuses will contract with Communities In Schools (CIS) to assist students with the social services support in the areas of academic, behavior and attendance during the 2018-2019 school year.

Evaluation Data Source(s) 9: The District will offer supplemental social and academic opportunities and support to at-risk students.

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Communities In Schools (CIS) Coordinators will provide academic services to ensure student success and target the dropout problem. It will implement the six components of focus: Academic Support,; College and Career Readiness; Supportive Guidance and Counseling; Health & Human Services; Parental & Family Engagement; and Enrichment. The CIS Choices Program will be made available to students a drug prevention program that focuses on encouraging students to have a healthy drug free lifestyle.</p>	2.4, 2.5, 2.6, 3.2	Federal Programs Director Campus Administrators	Student involvement; distribution log/supply list; graduation rates, completion rates, attendance rates.				
Funding Sources: 211 ESEA, TI A IMP - 364000.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.





Performance Objective 1: The District will foster an educational environment that will ensure the safety of all students and staff.

Evaluation Data Source(s) 1: The District will provide added security services; will construct facilities that are conducive to age appropriate learning and are built in a timely manner; will implement programs to deter drug use and programs to ensure the safety of students; and will be prepared in responding to emergencies at all facilities.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District has joined with El Paso County to conduct Community Policing Services (COPS) on the District Campuses.	2.5	Operational Services Department	Reduced number of drug and violence related incidents on campus as evidenced by the PEIMS discipline record. (CISD Instructional Calendar)				
	Funding Sources: 199 GENERAL FUND - 0.00, 281 Title IV, Part A SSAEP - 0.00						
2) The District will schedule personnel in order to have wider coverage on weekends and provide security support during extra-curricular activities.		Campus Principals; Security Supervisor	Reduced vandalism / break-ins as evidenced by the administrator and security officer reports. (as scheduled)				
	Funding Sources: 199 GENERAL FUND - 0.00						
3) The District/Campus will monitor and use Surveillance Cameras at all campuses as a deterrent and to provide additional vigilance.		Chief Technology Officer; Operational Services Dept.; Campus Administration	Review of camera data; Walk-throughs (weekly)				
4) Facilities will be designed and constructed in a timely manner.		Director of Facilities and Planning; Operational Services Dept.	Facility Completion Time lines; Construction Meetings; Construction site inspections & progress reports. (construction schedule)				
	Funding Sources: 199 GENERAL FUND - 0.00						
5) The District will work on the recommended facility improvements for ADA Compliance.		Director of Facilities and Planning; Maintenance Manager	Completion of approved facility improvements. (construction schedule)				
	Funding Sources: 199 GENERAL FUND - 0.00						
6) Assess campus needs and provide maintenance as needed at the campuses		Maintenance Department, Campus Principals, Head Custodians	Work Order Review				

7) The District will reduce annual electric consumption by five percent each state fiscal year.	Energy Manager; Director of Facilities and Planning; Campus Administration	Energy Consumption Audits; Benchmarking by El Paso Electric Company				
	Funding Sources: 199 GENERAL FUND - 0.00					
8) The District's drug detection dog will make unannounced visits to campus as well as be "on call."	Security Supervisor	Reduced campus drug incidents as evidenced by PEIMS discipline records (as scheduled). Salary and reoccurring costs will be covered via local and grant funding (if available)				
	Funding Sources: 199 GENERAL FUND - 0.00					
9) Reasonable Suspicion Training will be implemented at all campuses for staff intervention protocol. Staff is responsible for reporting substance abuse per Chapt. 37 of Education Code.	Campus Principals; District Safety Specialist	Formative: Staff Training responses Summative: Recidivism data and cases reported per PEIMS requirement. (August and as new staff are hired or as incidents occur)				
	Funding Sources: 199 GENERAL FUND - 0.00					
10) Annually revise Crisis Management Handbook in accordance with the mandates identified in S.B.11 and train Campus Principals to ensure implementation.	District Safety Specialist	Development of Crisis Management Handbook as required under legislation. (August)				
	Funding Sources: 199 GENERAL FUND - 0.00					
11) Provide Crisis Management training to all campuses once a year.	District Safety Specialist	Sign-in sheets (August)				
	Funding Sources: 199 GENERAL FUND - 0.00					
12) The District will utilize the Drug and Alcohol Reasonable Suspicion Program.	District Safety Specialist	Approved program testing results and data. (as needed)				
	Funding Sources: 199 GENERAL FUND - 0.00					
13) Provide annual training to staff regarding maltreatment and sexual abuse of children and procedures for reporting to CPS.	Campus Principals; District Safety Specialist	Sign-In Sheets (August)				
14) Clint ISD will continue to provide Anonymous Alert System where students or parents in the school community can anonymously submit any suspicious activity, bullying or other student related issues to a school administrator(s).	Security Services Operational Services Campus Administration	Anonymous Alert Reports Campus Follow Up logs				
15) Clint ISD will continue to provide each campus the Keep n Track school safety system for sex offender checks & visitor check in.	Security Services, Operational Services and Campus Administration	Review of data received and number of alerts				

<p>16) The School Resource Officer(s) will be housed at schoolwide campuses to provide policing services. Each school based SRO Deputy will address: 1) the reduction of drug dealing or use on school grounds; 2) solving problems experienced by students on their way to and from school; 3) incidences of assault and sexual assault; 4) the elimination of alcohol use and alcohol-related problems; 5) threats and intimidation; 6) loitering and disorderly conduct directly related to crime/student safety; 7) disputes that pose a threat to student safety; and 8) larceny.</p>	<p>2.5</p>	<p>Federal Programs Director Elementary & Secondary Curriculum Department Assistant Superintendents Chief Financial Officer Security Services Campus Administration</p>	<p>SRO Logs Attendance Logs Purchase Order Contracted Services Contact Logs</p>				
<p>Funding Sources: 211 ESEA, TI A IMP - 207942.00</p>							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							


Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 2: Clint ISD will offer counseling and support services which address the specific student needs.

Evaluation Data Source(s) 2: Counseling plans, logs, training reports, PEIMS data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Provide students with counseling services in the following areas: *Suicide prevention *Conflict resolution *Violence prevention *Harassment and dating violence		Counseling staff, Advanced Academics Coordinator, Campus Administration	Less student issues due to counseling supports				
2) Implement the Sanford Harmony Social and Emotional Program in grades K- 8th with the following focus themes: *Diversity and Inclusion *Empathy and Critical Thinking *Communication *Problem Solving *Peer Relationships	2.6	Advanced Academics Coordinator, Campus Counselors	Counselor presentation schedules and classroom visits				
3) Utilize counselors, CIS and other support staff to offer services to students with needs in the following areas: *Dyslexia treatment programs *Pregnancy related services *Dropout prevention *Truancy prevention *Behavioral support programs		Counseling staff, Advanced Academics Coordinator, Campus Administration	Less student issues due to district-wide supports				
4) Create programs for students to remain in school and recover students who have dropped out through the District's Countdown to Zero initiative especially for students who are in At-Risk situations.		Campus Administration, CIS staff	Increased graduation rates, decreased dropout rates				
Funding Sources: 211 ESEA, TI A IMP - 0.00							
5) Provide counselors training on community resources available to address early mental health warning signs and suicide prevention and the referral process.		Assistant Superintendents of C & I for Secondary and Elementary	Sign-In Sheets (August 2018 - May 2019)				

6) The District will provide training to campus and department personnel on mental health first aid to assist students and adults.		District Safety Specialist	Sign-In Sheets; Referrals (Three trainings will be held during the year) (To be determined)				
Funding Sources: 199 GENERAL FUND - 0.00							
7) Campuses will ensure measures are in place to: *prevent bullying *identify bullying either in person or *through Anonymous Alerts *ways to respond to bullying by campus administration *conduct parent informational about bullying		Campus Administration, Assistant Superintendents for Elementary and Secondary	Parent Presentations Sign In Sheets Follow Up Logs				
8) Provide professional development to the counseling staff so that they can support students on the campuses		Advanced Academics Coordinator	Training Logs				
PBMAS 9) District will provide resources to maintain an effective transition program for students with special needs.	2.6	SPED Director, Assistant SPED Director, Transition Specialist and job coaches	Monitor number of Community Based Instruction activities.				
Funding Sources: 199 GENERAL FUND - 1500.00							
							

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 3: Clint ISD will ensure all School Health Advisory Committee requirements are met

Evaluation Data Source(s) 3: SHAC Meetings and minutes

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Hold the required SHAC Committee meetings as per TEA guidelines to ensure student health programs are being implemented		Director of Student Support, Science Coordinator	Logs, Agenda's Minutes, Administrative Regulation review				


Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 1: The District will use staffing procedures that are aligned with acceptable standards in school operations.


Evaluation Data Source(s) 1: The District will continue to use staffing guidelines at levels based on district formulas or review staffing based on individual needs of campuses or departments when deemed necessary by the Superintendent. The District will evaluate and update guidelines as necessary. Completed

Summative Evaluation 1:

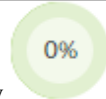
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District will review staffing guidelines. The Human Resources Department will update guidelines and present to the Cabinet for approval (Priority will always be given to instructional staffing needs).		Cabinet Members	Cabinet members will evaluate presentations and will evaluate requests and make recommendations. (Annually March - April)				
2) The District will review staffing requirements, needs and requests.		Cabinet Members	Presentations will be made by the Principals and Department Heads to the Cabinet. (Annually March - April)				




= Accomplished



= Continue/Modify



= No Progress




= Discontinue

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 2: The District will support only those programs that are financially possible and will implement them at the most cost-effective level, always considering the impact of student improvement.

Evaluation Data Source(s) 2: The District level programs will be funded at the district level.

Summative Evaluation 2:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District will approve, implement, and fund Instructional programs.		Instructional Services Staff	Formative: Benchmarks, Reading Assessments, Early Literacy Assessments Summative : STARR, STAAR ALT, STAAR L, TELPAS, EOC, and PBMAS - (September)				
	Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00, 224 IDEA, PART B FORMULA - 0.00, 263 ESEA, TIII LEP - 0.00, 255 ESEA, THIA, TPTR - 0.00						
2) The District will review bus and transportation scheduling and routes to maximize utilization and ensure the program is operating cost effectively.		Transportation Director	Quarterly Reports				
							

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 3: The District will actively seek and apply for additional grants to enhance and support District goals.

Evaluation Data Source(s) 3: District Directors, Coordinators, and employees will actively seek additional grant funding.

Summative Evaluation 3:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Actively seek additional grant funding internally. Informational resources will be provided to those writing and requesting grants for the District. Training opportunities will be pursued.		Instructional Services Staff and or Campus Staff	Formative: Grants applied for Summative: Total grants earned				
2) Ensure federal grants are in compliance by attending professional development in order to meet grant requirements and compliance. District personnel will attend professional development activities to include: ACET (Fall/Spring), TASBO, The Texas Conference on Ending Homelessness, Annual Statewide Parental Involvement Conference, and Regional (local) Parental Engagement Conference, Learning for Change Summit (Spring), etc.	2.4, 3.1	Chief Financial Officer, Director of Federal Programs, Title I Coordinator, Federal Programs Specialist, Parental Involvement Specialist	Formative: Approved grant activities. Summative: Annual audit				
Funding Sources: 199 GENERAL FUND - 16420.00, 206 TEHCY - 1200.00							
3) Several Federal Programs Department positions are paid from Title I, Part A for their work salary. Title I, Part A has been allocated to pay for any mileage reimbursement costs for activities associated with the federally funded position. Mileage reimbursement logs will be submitted for reimbursement purposes. The positions are: Title I and Title II Coordinator, Federal Programs Specialist, and Parent Involvement Specialist.		Federal Programs Director	Mileage Reimbursement Forms Google Maps/MapQuest Logs Mileage Logs				
Funding Sources: 211 ESEA, TI A IMP - 7800.00, 255 ESEA, TIIA, TPTR - 4000.00							
							

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 4: The District will annually adopt a budget that proposes to maintain the general fund balance at an optimum level.

Evaluation Data Source(s) 4: The Chief Financial Officer will evaluate and review funding levels to ensure an optimum fund balance is maintained.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District will adopt an annual general fund budget that maintains an optimum fund balance.		Chief Financial Officer	Summative: Ongoing annual review of the budget, finance audit SchoolFirst Report, and PEIMS Submissions - January-May 2019 during the budget process				
Funding Sources: 199 GENERAL FUND - 0.00							
							

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 5: The District will strive to receive the highest rating for the Financial Integrity Rating System of Texas (SchoolFirst).

Evaluation Data Source(s) 5: The Chief Financial Officer will evaluate, review and implement guidelines to meet SchoolFirst objectives and requirements.

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Review and ensure all SchoolFirst requirements are met at the highest level possible.		Cabinet Members	Formative: Cabinet review and reports SchoolFirst Report PEIMS Submissions/Annual Audit Report (Budget Year)				


Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 6: The District will foster an educational environment that will ensure fiscal accountability for planning and construction of facilities.


Evaluation Data Source(s) 6: District personnel will ensure that facilities are funded and constructed in a fiscally responsible and accountable manner.

Summative Evaluation 6:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District will fund Facilities that will be designed and constructed in a timely and fiscally responsible manner as approved and funded by EDA or IFA allocations or a combination of both.		Juan Martinez, Sandra Odenborg, and Donna Cline	Reports as required through IFA and EDA funding. Third party or county inspectors are also used when needed or available. (Monthly). Funding contingent upon approval of State Application and allocations; Calendar provided by the Facilities Department.				
2) The District will work to reduce utility costs.		Facility Department Energy Manager	Monthly Bills Energy conservation campaign information Written correspondence Training Logs				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 7: The District will strive to increase compensatory education funding.

Evaluation Data Source(s) 7: The District will increase campus and community awareness of the importance of at-risk coding to increase state funding.

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District will improve the at-risk coding of students District-wide.		PEIMS; Department Staff; District and Campus Staff	Annual PEIMS submissions (Monthly) / District website, call out system (both staff and community), newsletters, and local newspaper advertisements.				

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.


Performance Objective 1: The District will ensure that all students are taught by highly qualified personnel.

Evaluation Data Source(s) 1: The District will recruit locally and out of state for personnel which meet the new Equity Plan requirements.

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Attend local and statewide job fairs to recruit highly qualified staff and hard to fill positions: UTEP-College of Education, UTEP-Teacher Job Fair, NMSU-Educator Job Fair, Sul Ross State University Teacher Career Fair, Region 19- Teacher Career Fair		HR Department	Vacancy Reports; Feedback from universities (October, March, May) Attended UTEP College of Education Job Fair				
	Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 6000.00						
2) Create posters that promote Clint ISD to UTEP and EPCC.		HR Department	Monitor applications from UTEP and EPCC				
	Funding Sources: 199 GENERAL FUND - 0.00						
<p>Critical Success Factors CSF 7</p> 3) Ensure that all staff meets the requirements for the Equity Plan for all personnel.		HR Certification Specialist	TEA Compliance Report				
	Funding Sources: 255 ESEA, TIIA,TPTR - 0.00						
4) Inform EPCC students who are pursuing a career in education. Invite Clint ISD teachers to promote our District		HR Department	Feedback from EPCC students. (Once per semester)				
	Funding Sources: 255 ESEA, TIIA,TPTR - 0.00						
5) Present to UTEP Education majors during their tenure in the program of the benefits and working for Clint ISD.		HR Department	Feedback from UTEP students (Once per semester)				
	Funding Sources: 255 ESEA, TIIA,TPTR - 0.00						
6) Attend meetings and workshops in the Region 19 area and network to share District's staffing needs.		HR Department	Monitor and review volume of applicants for vacancies. (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 0.00						
7) Post positions on various social media sites, such as Facebook, Twitter, Educational websites and via Applitrack.		HR Department	Monitor and review volume of applicants for vacancies. (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 0.00						
8) Contact ACP programs to recruit applicants who meet the Equity Plan requirements.		HR Department	Monitor and review volume of applicants for vacancies. (ongoing)				

9) Recruit and hire certified aides and substitutes.	HR Department	Monitor and review volume of applicants for vacancies. (as needed)				
	Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA, TPTR - 0.00					
10) Assist the Clint ISD community by providing employment opportunities.	HR Department	Monitor and review volume of applicants for vacancies. (ongoing); Customer service via telephone and online assistance. (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00					
11) Participate in student teaching intern programs.	HR Department	Number of interns hired for teacher vacancies. (August and January)				
	Funding Sources: 199 GENERAL FUND - 0.00					
12) Create a work and learning environment optimal for collaboration for special education personnel. Also provide materials to ensure student confidentiality.	SPED Director, Assistant SPED Director	Procedures, Protocols followed consistently in the department measured by employee evaluations.				
	Funding Sources: 199 GENERAL FUND - 16070.00					
						

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.

Performance Objective 2: The District will recruit and retain qualified personnel.

Evaluation Data Source(s) 2: The District will offer a competitive employees benefits package and employee recognition program.

Summative Evaluation 2:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Continue to provide and promote a competitive benefits program to include choices for levels of health benefits coverage.		HR Department; Benefits Department	Review employee participation rates (July - August)				
	Funding Sources: 199 GENERAL FUND - 0.00						
2) Provide onsite health preventative services.		HR Department; Benefits Department	Analyze participation rates. (as scheduled)				
3) Provide staff with opportunities to learn more about benefits via activities such as: Planning for Medical Leave Informational Sessions; Health Fairs; Financial Planning Seminars; Human Resources Newsletter; Wellness Program/Reimbursement; Health Savings Accounts		HR Department; Benefits Department	Employee Feedback (as scheduled)				
	Funding Sources: 199 GENERAL FUND - 0.00						
4) Annually review supplemental benefit options to ensure quality service.		HR Department; Benefits Department	Online enrollment feedback; customer satisfaction; internal surveys (yearly)				
5) Review salaries and stipend schedules to insure the District remains competitive.		HR Department	TASB Market Analysis and reclassification request reviewed annually. (July - August)				
	Funding Sources: 199 GENERAL FUND - 0.00						
6) Lower teacher; student ratios across all subjects and grade levels.		HR Department	Teacher Class Load Reports (July - August)				
	Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA, TPTR - 0.00						
7) Recognize and honor employees for the following life events: Births, Illness, Bereavement.		HR Department	Feedback from employees. (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00						
8) Honor Retirees annually at the School Board Meeting to celebrate and recognize their commitment to the Clint ISD community.		HR Department	Feedback from employees. (June)				
	Funding Sources: 199 GENERAL FUND - 0.00						
9) Introduce new employees via website.		HR Department	Feedback from employees. (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00						

 = Accomplished  = Continue/Modify  = No Progress  = Discontinue

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.





Performance Objective 3: The District will utilize the industries best practices to retain staff by providing professional growth opportunities.

Evaluation Data Source(s) 3: The District will implement programs for employee professional growth and advancement recognition.

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Provide services and support for school administrators in all areas of employee relations and employee management.</p>		HR Department	Training evaluation forms; internal surveys (As requested by Administrators)				
Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 0.00							
<p>Critical Success Factors CSF 3 CSF 7</p> <p>2) Provide yearly staff development training for district support staff.</p>		HR Department	Training evaluation forms (as needed)				
Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 0.00							
<p>Critical Success Factors CSF 7</p> <p>3) Communicate opportunities available to staff for additional certifications and staff development.</p>		HR Department	Human Resources newsletter; Registration numbers for trainings; Region 19 surveys (ongoing)				
<p>Critical Success Factors CSF 3</p> <p>4) Provide opportunities for employee advancement by supporting the following initiatives: Assistant Principal Academy</p>		HR Department	Feedback from employees; Presentation evaluations; Employee request for topics (as requested)				
Funding Sources: 199 GENERAL FUND - 0.00, 255 ESEA, TIIA,TPTR - 0.00							

<p>Critical Success Factors CSF 3 CSF 7</p> <p>5) Implement the Principal Preparation Program by providing an internship program in collaboration with Sul Ross State University (SRSU) at the start of the 2018-2019 school year. Existing teaching staff aspiring to become future campus leaders with the district will have the opportunity to build on leadership skills and projects through the assistance of active leaders that will serve as mentors with the district. Candidates will be required to complete the practicum and coursework.</p>	2.5, 2.6	Secondary Curriculum & Instruction Superintendent Federal Programs Director Designated Mentors	Training sign in sheets and handouts Observation tools Classroom Walkthrough(s) Data Completion of Practicum Completion of university coursework Pulse check meetings				
Funding Sources: 256 PRINCIPAL PREP GRANT - 38987.00, 255 ESEA, TIIA, TPTR - 91013.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.





Performance Objective 4: The District will ensure a safe working environment to retain and attract personnel.

Evaluation Data Source(s) 4: The District will implement a comprehensive safety program to assure the safety and welfare of all employees, enhancing the retention of personnel.

Summative Evaluation 4:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Conduct annual safety training for all District employees to include mandatory employee training requirements.		HR Department; Benefits & Risk Management Coordinator	Review worker's compensation claims on a quarterly basis in comparison to prior years. (August-December)				
	Funding Sources: 199 GENERAL FUND - 0.00						
2) Follow-up on injury investigations and re-train employees prior to reporting back to work.		HR Department; Benefits & Risk Management Coordinator	Review worker's compensation claims on a quarterly basis in comparison to prior years. (as requested)				
	Funding Sources: 199 GENERAL FUND - 0.00						
3) Conduct annual safety facility inspections, which will be conducted at all District facilities and grounds in accordance with the International Fire Code and OSHA recommended standards.		HR Department; Safety Specialist	Review property and liability claims on an annual basis. (July-August)				
4) Provide training on the District's emergency response plan and emergency preparedness procedures.		HR Department; Safety Specialist	Conduct drills and exercises; Campus/Department logs (ongoing)				
	Funding Sources: 199 GENERAL FUND - 0.00						
5) Meet drill and exercise requirements as per the Texas School Safety Center. Campuses are required to complete 2 lock down drills and one shelter in place and/or reverse evacuation drill per school year as well as one fire drill per month.		HR Department; Safety Specialist	Drill & Exercise evaluation form; debriefing and after action report. (as scheduled)				
6) Complete the Texas School Safety Center Audit every three years.		HR Department; Safety Specialist	Texas School Safety Center Audit Report (Triennial)				

7) Conform to the Texas School Safety Center requirements in order to obtain certification as per the Texas Education Code.		HR Department; Safety Specialist	Certification (as scheduled)				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 5: The District will include parents, community and business members in the education of all students.

Performance Objective 1: The District will maintain programs to expand and strengthen relationships with parents, businesses, higher education and the community so that all are involved in the education of the students in CISD.





Evaluation Data Source(s) 1: The District will provide parents with opportunities and incentives to become involved in their child's education through parent communications and recognitions; will provide parents with access to educational resources; will empower parents to be role model partners in their child's education through adult literacy and other learning opportunities; will monitor parental involvement and maintain communication with parents in the District; and will partner with local businesses, community agencies and community members to involve them in enhancing the education process. On Target

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) The District/Campuses in collaboration with parents will refine and improve the District & Campus Parent & Family Engagement Policy to help parents and other family members understand the importance of parental involvement in our schools. The plans will be made available to parents at the campuses and on the District website.	3.1, 3.2	Director of Federal Programs; Parental Involvement Specialist; Campus Principals	Submission of plan(s) to the Federal Programs Department (September - October 2018) Agenda Sign In Sheet District Parental Involvement Plan Minutes				
	Funding Sources: 211 ESEA, TI A IMP - 0.00						
2) The District/Campuses in collaboration with parents and other family members will evaluate the District Parent & Family Engagement Policy to help parents and other family members understand the importance of parental involvement in our schools. The District Plan will be evaluated annually.	3.1, 3.2	Director of Federal Programs Parental Involvement Specialist	Agenda Sign In Sheet Evaluation of District Parental Involvement Plan Minutes Recommendations made to plan				
	Funding Sources: 211 ESEA, TI A IMP - 0.00						
<p align="center">Critical Success Factors CSF 5</p> 3) The District will provide parents the opportunity to attend the Annual Regional Parental Engagement Conference and other training opportunities to engage parent participation and improve district-home relations.	3.1, 3.2	Federal Programs Director Parental Involvement Specialist SPED Director/Assistant Director	Flyers, Sign-In Sheets, Contact Logs, and Agendas (November 2018)				
	Funding Sources: 206 TEHCY - 300.00, 211 ESEA, TI A IMP - 1680.00, 199 GENERAL FUND - 500.00						

<p align="center">Critical Success Factors CSF 5</p> <p>4) The District will send a campus parent representative(s) to attend the annual Statewide Parental Engagement Conference. Campus parent representative(s) will have the opportunity to attend the "Building Capacity and Strengthening Partnerships for Family Engagement" session provided through the Region 16 ESC in November.</p> <p>A book mentioned at the conference/or other event will be purchased for parent(s).</p> <p>A follow-up parent presentation will be provided by the campus parent representatives the school year.</p> <p>The District will send the Parent Involvement Specialist to attend professional development as well.</p>	3.1, 3.2	Federal Programs Director; Parental Involvement Specialist; Title I Clerk Title I Coordinator	Sign-in sheet (registration form); Event Confirmation; Purchase Order; Professional Development Form; Flyers; Agenda; Follow-up presentation to parents at respective campuses.				
<p>Funding Sources: 211 ESEA, TI A IMP - 6099.00</p>							
<p>5) The District will ensure Elementary schools will hold at least one Family Literacy Night during the 2018-2019 school year. Resources books will be purchased and a reading (literacy) presentation will be held by designated school staff to parent(s)/guardian(s). Light snacks will be provided to parents at meetings held at schools.</p>	3.1, 3.2	Director of Federal Programs Parental Involvement Specialist	Flyers, Agendas, Sign-In Sheets, Contact Logs, and Presentation Documentation.				
<p>Funding Sources: 211 ESEA, TI A IMP - 15484.68</p>							
<p align="center">Critical Success Factors CSF 5</p> <p>6) The District will ensure Secondary schools will hold at least one Family Engagement activity during the 2018-2019 school year. Administrators and designated school representatives will be provided with training on Family Engagement activities prior to parent presentation. The presentation will be held by designated school staff to parent(s)/guardian(s) in English/Spanish. Light snacks will be provided to parents at meetings held at schools.</p>		Director of Federal Programs Parental Involvement Specialist	Flyers, Agendas, Sign-In Sheets, Contact Logs, and Presentation Documentation.				
<p>Funding Sources: 211 ESEA, TI A IMP - 20646.24</p>							
<p align="center">Critical Success Factors CSF 5</p> <p>7) Campuses will host Parent Information Nights to highlight programs and offer information.</p>		Campus Principal	Flyers, Sign-In Sheets, Contact Logs, and Agendas (September- May)				
<p>Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00</p>							

8) The District Pre-K program will provide parent meetings and provide literacy strategies to assist their child at home with the use of student literacy materials in English and Spanish.		Director of Federal Programs; Instructional Officer	Sign-In Sheets, Agendas, End of Year Surveys				
Funding Sources: 211 ESEA, TI A IMP - 0.00							
<p align="center">Critical Success Factors</p> <p align="center">CSF 3</p> <p>9) The District will provide parent meetings, and workshops to include the following activities according to campus feeder pattern or community needs; technology (parent portal); family counseling, child/parent communication, financial aid, scholarships, literacy development, instructional strategies to support instruction, Xello, SPED parent training, credit and graduation requirements.</p>		Director of Federal Programs; Campus Principals	Sign-In Sheets, Agendas, End of Year Surveys (July 2018-June 2019)				
	Funding Sources: 211 ESEA, TI A IMP - 0.00, 212 ESEA, TIP-C EDMI - 0.00						
10) The District will monitor Parental Involvement programs/activities.		Director of Federal Programs; Parent Involvement Specialist; Campus Principals	Campuses will collect and submit records and documentation of the ongoing parental involvement activities during the school year. The information will be kept in the Title I Crate. (Submission will be ongoing throughout the school year.)				
	Funding Sources: 211 ESEA, TI A IMP - 0.00						
11) The District will publicize Campus Parent events in district publications.		Director of Public Relations ; Director of Federal Programs	Documentation in calendars and publications. (Monthly)				
	Funding Sources: 199 GENERAL FUND - 0.00, 211 ESEA, TI A IMP - 0.00						
12) Provide parents with resources via the District's webpage.		Director of Public Relations; Director of Federal Programs; Parent Involvement Specialist	Website data; Parent feedback (Monthly)				
13) The District will provide sample (standardized) formats for the communication with parents.		Instructional Services Department; Director of Public Relations; Director of Federal Programs; Parental Involvement Specialist	End of year surveys; permission slips; brochures. (July 2018 - June 2019)				
14) The District will host community meetings to inform parents of programs offered.		Director of Public Relations	Parent Sign-In Sheets and Agendas (November - 1 per feeder pattern area)				
15) The District will provide parents with Family Access, a parent information portal of student information as part of the registration packet.		Technology Services Department	Parent sign-up and log-ins; Reports (August - June)				

16) The District will utilize the parent call out system to keep parents informed of District events.		Director of Public Relations	Skylert Reports (July - June)				
17) The District will publish a Newsletter/Magazine and other publications to inform parents and the community about District news, initiatives, and programs.		Director of Public Relations	Distribution to parents and community via mail, web and other media				
18) The District will maintain a District website with current calendars, news and other district information.		Director of Public Relations, Technology Department	Website Visitor Comments and Hits (Updated weekly)				
19) The District will hold Parent and Student Advisory Council meetings to provide input to the Superintendent.		Director of Public Relations	Parent Sign-In Sheets and Agendas (quarterly meetings)				
Critical Success Factors CSF 5		High School Administration; High School Librarian	Visitor logs; Checkout records; Activity records - (at a minimum of four evenings during the week)				
20) The three high schools will open the libraries after school to provide access to parents and students to all library services and implement activities to encourage use of the libraries.	Funding Sources: 199 GENERAL FUND - 0.00						
21) The District will maintain an active volunteer program at each campus and department.		Director of Public Relations; Personnel Services Department; Campus Principals	Sign-in sheets and logs; Volunteer applications (August - June)				
22) The District will honor volunteers through a recognition program based on hours served.		Director of Public Relations	Announcement of volunteers at district event. (Spring)				
	Funding Sources: 199 GENERAL FUND - 0.00						
23) The District will invite businesses and agencies to participate in the Partners in Education Program.		Director of Public Relations	Sign-In Sheets and logs (as scheduled)				
	Funding Sources: 199 GENERAL FUND - 0.00						
24) The District will recognize Partners in Education in district publications, in the media and at events held throughout the year.		Director of Public Relations	Attendee sign-in sheets (as scheduled)				
	Funding Sources: 199 GENERAL FUND - 0.00						
25) The District will collaborate with local Higher Education Institutions in a variety of ways to enhance the education process.		Secondary Instruction; Director of Public Relations	Contact logs and Sign-in sheets (as scheduled)				
26) The District will provide interpreters when necessary for parents during ARD meetings.		SPED Director/Assistant SPED Director	Parent full participation documented on ARD paperwork				
	Funding Sources: 199 GENERAL FUND - 800.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	The district and campus administration will ensure utilization of the TEKS Resource System (TRS).
1	1	6	The district will develop CBA's in order to progress monitor the student's academic growth and curriculum alignment in all core content areas. CBA's will be online and completed by all campuses following the CBA assessment schedule. Designated supports for special populations will be available via online tools.
1	1	8	The district will monitor the implementation of student level interventions through RtI and monthly principal meetings.
1	1	9	The district will ensure campuses utilize data derived from CBA's, common assessments, and intervention programs to guide and improve teaching and learning.
1	1	18	The district will conduct post CBA analysis meetings (Data Digs) to examine CBA results and develop strategies to address low performing student expectations.
1	2	2	The district will provide teachers/staff with training in differentiated instruction for all student groups.
1	2	6	The district will provide/attend professional development on ARD, Section 504, SPED, and LPAC procedures and best practices, Dyslexia, CTE.
1	2	14	The district and campus administration will ensure the support and resources for writing programs to increase student success in written expression for the STAAR. The District will continue to implement a writing program in grades 6th through 10th to align the curriculum.
1	2	16	Implement the New Teacher Center Program to train staff on how to coach, mentor and provide feedback to ensure teachers are effective in the classrooms
1	3	4	The district will provide training for all Bilingual Teachers in the use and implementation of the transitional early exit model.
1	3	5	The district will offer training and support of English Language Proficiency Standards (ELPS) to all content teachers to increase overall student passing rates for ELL's served, denials, and exited students.
1	3	6	The district will ensure the use of the English Language Proficiency Standards (ELPS) by all content teachers to increase overall student passing rates for ELL's served, denials, and exited students.
1	3	9	The district will provide scientifically research-based supplemental resources, equipment and materials for instruction and/or intervention for ELL students in the entire core curriculum.
1	3	10	The District will implement a program for elementary and secondary ELL students which it provides English Language Development strategies for teachers.
1	3	14	The district will conduct feeder pattern meetings for special education and ELL teachers to analyze data, evaluate strategies, and monitor student progress.

Goal	Objective	Strategy	Description
1	3	16	The district will analyze data to monitor student academic growth for students receiving special education services.
1	3	18	The district will ensure campuses are progress monitoring LEP served, first year and second year students every nine weeks.
1	3	19	The district will provide support on inclusive practices and strategies for both special education and general education teachers.
1	3	20	The District will monitor all inclusions teacher schedules and review logs to ensure that students are supported in the classroom. Monitoring will occur after each grading periods.
2	2	4	Create programs for students to remain in school and recover students who have dropped out through the District's Countdown to Zero initiative especially for students who are in At-Risk situations.

State Compensatory

Personnel for District Improvement Plan:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brenda Valles	Dyslexia Support Teacher	State Comp Education	0.5
Brenda Valles	GT Support Teacher	Gifted and Talented	0.5
Lori Olivas	Dyslexia Support Teacher	State Comp Education	0.5
Lori Olivas	GT Support Teacher	Gifted and Talented	0.5
Maria Hernandez	GT Support Teacher	Gifted and Talented	0.5
Maria Hernandez	Dyslexia Support Teacher	State Comp Education	0.5
Veronica Booth	CTE Coordinator	Career and Technical Education	1.0

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Clint ISD will ensure all students in the campuses demonstrate proficient and advanced levels of academic achievement on state standards. The development of the comprehensive improvement plan for each schoolwide campus program, the entire community, composed of students, parents, and staff will ensure the programs developed are based on the campus needs in an effort to promote an overall capacity of campus and district successes. Based on the economically disadvantaged criteria, all campuses including the Clint Early College Academy will function as a schoolwide Title I program. In order to develop this plan, the District conducted a comprehensive needs assessment to ensure that our plan is aligned with the new ESSA requirements and the new Texas Accountability System.

The following data was reviewed:

- Data from the T-TESS evaluation system
- STAAR Domain Scores
- STAAR Student Scores
- Special Population Scores

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

The District's Site Based Decision Making Committee review the plan in April 2018 and made recommendations which were included in the final published document.

2.2: Regular monitoring and revision

The District Cabinet will monitor the plan during the review months - October, January, March and May. Each goal will be updated and notes on the progress of the DIP will be included. During the review months, any revisions will be done by each department and reviewed with the Cabinet.

2.3: Available to parents and community in an understandable format and language

The District Improvement Plan will be accessible on the website and shared with the District Site Based Committee.

2.4: Opportunities for all children to meet State standards

The district will provide reform strategies as interventions for all Title I schoolwide campuses to ensure the needs of all children, but particularly the needs of children of target populations of any program use effective methods and instructional strategies based on scientifically based research to ensure the state academic achievement standards are met. The lower grades will implement an initiative to ensure that all students are reading on grade level by the end of the Third grade. The "Ready by Third" program will ensure success district-wide for our At-Risk population. Furthermore, the District implemented the Countdown to Zero program to ensure students are receiving all of their credits and support when they need to recover lost credits which ensures they are on target for graduation.

2.5: Increased learning time and well-rounded education

The campuses and Instructional Services have developed processes to ensure that students are in the classroom and teachers are teaching at high levels. The new SLO process will ensure teachers are monitoring student growth and maximizing their instructional time.

2.6: Address needs of all students, particularly at-risk

The district will ensure highly qualified/professional teachers are hired to provide instruction in the Title I schoolwide campuses. Measures were put in place to ensure teachers were successful which included: Instructional Rounds, Mentor Coordinators to support new teachers, and Curriculum Coaches at all campuses. For 2018-2019 we will again be using the New Teacher Center Mentorship Program so that campus administration and curriculum coaches can mentor teachers who need extra support. Targeted interventions for all groups are in place to include the following:

- Ready By Third
- 6th Grade Moving Up
- Ready for Ninth - Algebra I for 8th Grade Students,
- Countdown to Zero

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The district will use scientifically based research strategies to promote and increase the parental involvement efforts in all Title I schoolwide campuses. The Communities in Schools program has been implemented to enhance parental involvement. Also, the campuses have involved parents through new Parental Involvement activities, technology integration, and district programs.

3.2: Offer flexible number of parent involvement meetings

Our Communities in School (CIS), Campus administration and Parental involvement programs have events scheduled at all campuses throughout 2018-2019.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ayala, Karen	Instructional Support Teacher	William D. Surratt Elementary School	1.00
Barraza, Denise	Instructional Support Teacher	Frank Macias Elemenary School	1.00
Barrow, Tarin	Coordinator Math Secondary	Curriculum & Instruction Secondary	1.00
Carr, Lauren E.	Instructional Support Teacher	Desert Hills Elementary School	1.00
Chavira, Maria L.	Coordinator Title I	Federal Programs Department	1.00
Dean, Thomas E.	Title II, Part A - Mentor Coordinator	Curriculum & Instruction Secondary	1.00
Esparza, Claudia	Instructional Support Teacher	Ricardo Estrada Middle School	1.00
Espinoza, Monica	Instructional Support Teacher	Montana Vista Elementary School	1.00
Gomez-Soriano, Sylvia V.	Instructional Officer	Curriculum & Instruction Elementary	1.00
Gonzalez, Ana K.	Instructional Support Aide	Clint Jr. High School	1.00
Goranson, Christina	Instructional Support Teacher	Red Sands Elementary School	1.00
Green, Melissa	Instructional Support Aide	Red Sands Elementary School	1.00
Hinojos, Ivette	Coordinator District School Improvement	Curriculum & Instruction Elementary	1.00
Montero, Kristy M.	Coordinator Language Arts/Reading	Curriculum & Instruction Elementary	1.00
Olivas, Ana	Instructional Support Aide	William D. Surratt Elementary School	1.00
Ramirez, Lorena M.	Specialist Federal Programs	Federal Programs Department	1.00
Salazar, Jessica R.	Coordinator Science Elementary	Curriculum & Instruction Elementary	1.00
Samayoa, Norberto	Instructional Support Teacher	Mountain View High School	1.00
Sigala, Jenny L.	Instructional Support Aide	Horizon Middle School	1.00
Swanson, William A.	Coordinator Science Secondary	Curriculum & Instruction Secondary	1.00
Telles, Nadia L.	Title II, Part A - Mentor Coordinator	Curriculum & Instruction Secondary	1.00
Trejo, Elba	Clerk Federal Programs Title I	Federal Programs Department	1.00
Valdez, Ruth Y.	Instructional Support Teacher	Carroll T. Welch Elementary School	1.00
Venzor, Angelica	Specialist Parental Involvement	Federal Programs Department	1.00
Villanueva, Arturo, Jr.	Coordinator Math Elementary	Curriculum & Instruction Elementary	1.00

District Funding Summary

199 GENERAL FUND					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$333,000.00
1	1	7	Extra Duty Pay and Resources		\$0.00
1	1	11			\$2,000.00
1	1	12	Instructional Resources		\$1,000.00
1	1	13	Technology Resources		\$5,400.00
1	1	14			\$1,000.00
1	1	15	Instructional Resources		\$0.00
1	1	24	Staff Salaries		\$0.00
1	1	26	Instructional Resources		\$0.00
1	1	28	Extra Duty Costs for PRS Itinerary Teacher	199.E11.6117.F5.802.0.30	\$830.00
1	1	28	Supplemental supplies for teen parents enrolled in PRS program.	199.E11.6399.F5.802.0.30	\$2,500.00
1	1	28	Transportation costs for teen parents attending PRS events.	199.E11.6494.F5.802.0.30	\$1,670.00
1	1	31			\$94,560.00
1	2	1	Professional Development		\$0.00
1	2	2	Professional Development and Resources		\$0.00
1	2	4	Materials and Supplies		\$2,100.00
1	2	6	Travel for Conferences		\$16,500.00
1	2	7	Travel for Professional Development		\$0.00
1	2	10	Travel for Professional Development		\$0.00
1	2	11	Professional Development and Resources		\$3,500.00
1	2	12	Travel for Conferences/Professional Development		\$75,200.00
1	2	14	ELAR Resources		\$0.00
1	3	1	LPAC Materials		\$0.00
1	3	4	Instructional Resources		\$0.00

1	3	5	Instructional Resources		\$0.00
1	3	7	Extra Duty Pay/General Supplies		\$0.00
1	3	9	Instrtuional Resources for ELL		\$0.00
1	3	11	General Supplies		\$0.00
1	3	12	Contracted Services		\$35,000.00
1	3	21			\$115,105.00
1	3	22			\$27,450.00
1	4	1	Contracted Services for SAT		\$0.00
1	4	2	Tuititon Costs	199.11.6221.0.30	\$60,000.00
1	4	3	Tuition		\$0.00
1	4	11	Extra Duty Pay		\$0.00
1	4	14	Software	199 PIC 22	\$17,500.00
1	7	1	Technology Equipment, Software		\$0.00
1	7	5	Travel for Professional Development	199.21.6411.00.803.0.99	\$0.00
1	8	4	Travel for Professional Development	199.21.6411.00.803.0.99	\$0.00
1	8	6			\$62,035.00
2	1	1	General Fund	Fund 199	\$0.00
2	1	2	General Fund	Fund 199	\$0.00
2	1	4	General Fund	Fund 199	\$0.00
2	1	5	General Fund	Fund 199	\$0.00
2	1	7	General Fund	Fund 199	\$0.00
2	1	8	General Fund	Fund 199	\$0.00
2	1	9	General Fund	Fund 199	\$0.00
2	1	10	General Fund	Fund 199	\$0.00
2	1	11	General Fund	Fund 199	\$0.00
2	1	12	General Fund	Fund 199	\$0.00
2	2	6	SCE Funded	SCE Fund	\$0.00
2	2	9			\$1,500.00

3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
3	2	1	SCE Funds		\$0.00
3	3	2	Employee travel with the use of local funds - State & Local	199.E21.6239/6411.00.802.0.99	\$16,420.00
3	4	1	State and local funding.		\$0.00
4	1	1	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	2	General Supplies		\$0.00
4	1	6	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	7	Recruitment of highly qualified personnel.	199.41.XXXX	\$0.00
4	1	9	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	11	General Fund	199.E41.XXXX	\$0.00
4	1	12			\$16,070.00
4	2	1	Recruit and retain qualified personnel.	199.E41.XXXX	\$0.00
4	2	3	General Fund	199.E41.XXXX	\$0.00
4	2	5	General Fund	199.E11.XXXX	\$0.00
4	2	6	General Fund	199.E11.XXXX	\$0.00
4	2	7	General Fund	199.E41.XXXX	\$0.00
4	2	8	General Fund	199.E41.XXXX	\$0.00
4	2	9	General Fund	199.E41.XXXX	\$0.00
4	3	1	Professional growth opportunities	199.E41.XXXX	\$0.00
4	3	2	Professional growth opportunities	199.E41.XXXX	\$0.00
4	3	4	Professional growth opportunities	199.E41.XXXX	\$0.00
4	4	1	General Fund	199.E41.XXXX	\$0.00
4	4	2	General Fund	199.E41.XXXX	\$0.00
4	4	4	General Fund	199.E41.XXXX	\$0.00
5	1	3			\$500.00
5	1	7	Parental Involvement Activities	199.E61.XXXX	\$0.00

5	1	11	Parental Involvement Activities	199.E61.XXXX	\$0.00
5	1	20	Parent access to educational resources.	199.E61.XXXX	\$0.00
5	1	22	Parental Involvement Activities	199.E21.XXXX	\$0.00
5	1	22	Parental Involvement Activities	199.E61.XXXX	\$0.00
5	1	23	Partners In Education Component	199.E21.6496.XX.XXX.0.XX	\$0.00
5	1	24	Partners In Education Component	199.E21.6496.XX.XXX.0.XX	\$0.00
5	1	26			\$800.00
Sub-Total					\$891,640.00
201 Title I SIP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	7	1	Technology Equipment, Software		\$0.00
Sub-Total					\$0.00
206 TEHCY					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	2	Extra-duty costs for tutoring and homework assistance for(displaced) students.	206.E11.6117.F3.802.9.24	\$15,336.77
1	5	2	School supplies for (displaced) students	206.E11.6399.F3.802.9.24	\$200.00
1	5	2	Excess cost for transportation services for (displaced) students.	206.E11.6412.F3.802.9.24	\$2,169.23
3	3	2	Employee travel with the use of TEHCY funds.	206.E21.6411.F3.802.9.24	\$1,200.00
5	1	3	TEHCY Grant - Parental Involvement Activities for Parents.	206.E61.6239.F3.802.9.24	\$300.00
Sub-Total					\$19,206.00
211 ESEA, TI A IMP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Professional Development as needed	211.11.6247	\$85,000.00
1	1	5	Instructional Resources		\$118,077.60
1	1	7	Extra Duty Pay and Resources		\$0.00
1	1	12	Instructional Resources		\$88,560.00
1	1	13	Technology Resources		\$29,517.60

1	1	15	Summer School Extra Duty Pay and Resources		\$0.00
1	1	26	Instructional Resources		\$0.00
1	1	27	Vision services for children in schoolwide campuses (exam).	211.E11.6219.01.802.9.24	\$630.00
1	1	27	Vision services for children in schoolwide campuses (single vision glasses).	211.E11.6399.01.802.9.24	\$870.00
1	1	29	No students will be receiving Title I, Part A services at PNP schools for 2018-2019 SY.	Fund 211	\$0.00
1	1	30	Extra-duty pay for summer school during the summer months.	211.E11.6117.00.699.9.24	\$200,000.00
1	1	30	Supplemental supplies for summer school programs.	211.E11.6399.00.699.9.24	\$15,000.00
1	2	1	Professional Development		\$0.00
1	2	2	Professional Development and Resources		\$0.00
1	2	4	Extra Duty Pay/Resources		\$0.00
1	2	5	Instructional Resources		\$0.00
1	2	7	Travel for Professional Development		\$0.00
1	2	10	Travel for Professional Development		\$0.00
1	2	11	Professional Development and Resources		\$2,000.00
1	2	12	Travel for Conferences/Professional Development		\$0.00
1	2	14	ELAR Resources		\$0.00
1	2	15	Technology Resources		\$0.00
1	3	4	Instructional Resources		\$0.00
1	3	7	Extra Duty Pay/ Resources		\$0.00
1	3	9	Instrtuional Resources for ELL		\$0.00
1	3	11	Instructional Resources		\$0.00
1	3	19	Instructional Resources	211.11.6399.00.xxx.5.24	\$0.00
1	4	3	Professional Development/ Conferences		\$0.00
1	4	11	Extra Duty Pay		\$85,000.00
1	4	16	AVID Program for Secondary Schools		\$10,000.00
1	5	1	Instructional monitoring by Homeless Liaison	211.E61.6119-6146.00.802.9.24	\$54,185.00

1	5	2	Fund 211 - Services to (displaced) students - emergency clothing/uniforms.	211.E11.6392.F3.802.9.24	\$1,000.00
1	5	3	Parental Involvement Specialist Salary - Reservation	211.E61.6119-6146.00.802.9.24	\$54,185.00
1	7	1	Technology Equipment, Software		\$0.00
1	7	2	Technology Extra Duty Pay	211.13.6117.00.803.5.30	\$0.00
1	7	2	Region 19 Sessions	211.21.6239.00.803.5.30	\$0.00
1	7	2	Computer Software and Resources	211.11.6395.Q4.XXX.7.30.000	\$0.00
1	7	4	Travel for Conferences/Professional Development		\$0.00
1	7	7	Technology Equipment		\$0.00
1	8	2	Extra Duty Pay, Contracted Services	211.13.6117.00.803.5.30	\$0.00
1	8	2	Region 19 Sessions	211.21.6239.00.803.5.30	\$0.00
1	8	3	Travel resources		\$0.00
1	9	1	Professional Contracted Services by Campuses (\$26,000 per Coordinator)	211.E31.6299.CI.001-106.9.30	\$364,000.00
2	1	16	School Resource Office Program	211.E52.6219.61.802.9.24	\$207,942.00
2	2	4	Extra Duty Pay		\$0.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
3	3	3	To pay mileage reimbursement for Federally Funded Position(s) in Org. 802	211.E21.6411.00.802.9.24	\$5,400.00
3	3	3	To pay mileage reimbursement for Federally Funded Position(s) in Org. 802	211.E61.6411.00.802.9.24	\$2,400.00
5	1	1	Develop District / Campus Parental Involvement Policies	211.E61.XXXX.P2.802.7.24	\$0.00
5	1	2	Parental Involvement NCLB Requirement for Compliance Purposes	211.E61.XXXX.802.7.24	\$0.00
5	1	3	Parental Involvement Activities for Parents at Campuses	211.E61.6239.P2.802.9.24	\$1,680.00
5	1	4	Travel Employee - 2017 Statewide Parental Involvement Conference	211.E61.6411.P2.802.9.24	\$6,099.00
5	1	5	Parental Involvement Activity - Family Literacy Nights (Books)	211.E61.6329.P2.802.9.24	\$12,000.00
5	1	5	Parental Involvement Snacks for School-Parent Presentations	211.E61.6499.P2.802.9.24	\$3,484.68

5	1	6	Parental Involvement Activities - Contracted Services	211.E61.6218.P2.802.9.24	\$16,000.00
5	1	6	Parental Involvement Activities - Snacks for Parent Presentations	211.E61.6499.P2.802.9.24	\$4,646.24
5	1	7	Parental Involvement Activities	211.E61.XXXX	\$0.00
5	1	8	Parent and Family Engagement Resources	211.E61.XXXX.P2.802.9.24	\$0.00
5	1	9	Parental Involvement Activities - ongoing through Title I & other funding sources.	211.E61.6XXX.P2	\$0.00
5	1	10	Parental Involvement Activities	211.E61.XXXX.P2.802.7.24	\$0.00
5	1	11	Parental Involvement Activities	211.E61.XXXX	\$0.00

Sub-Total \$1,367,677.12

212 ESEA, TIP-C EDMI

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	1	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$0.00
1	6	2	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$86,298.00
1	6	3	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$0.00
1	6	4	Fund 212	Fund 212	\$0.00
5	1	9	Instreutional Reources Resources	212	\$0.00

Sub-Total \$86,298.00

224 IDEA, PART B FORMULA

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00

Sub-Total \$0.00

244 VOC ED BASIC GRANT

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Professional Development and Resources		\$0.00

1	2	7	Travel for Professional Development		\$0.00
1	4	13	Instructional Resources		\$0.00
Sub-Total					\$0.00
255 ESEA, TIIA, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	Teacher and Principal Resources		\$0.00
1	1	19	Mentor Teacher Coordinator Salaries		\$0.00
1	1	20	Contracted Services	255.13.6219	\$75,000.00
1	2	1	Professional Development and Resources		\$0.00
1	2	4	Extra Duty Pay/Resources		\$0.00
1	2	5	Staff Salaries		\$0.00
1	2	7	Travel for Professional Development		\$0.00
1	2	8	Professional Development	255.11.6219	\$25,000.00
1	2	10	Travel for Professional Development		\$0.00
1	2	11	Professional Development and Resources		\$0.00
1	2	16	Program Materials and Professional Development		\$75,000.00
1	4	8	Tuition for AP Insitutes	255.13.6221	\$18,400.00
1	4	15	Staff Tuition	255.13.6221	\$30,000.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
3	3	3			\$4,000.00
4	1	1	Recruitment of highly qualified personnel.	255.E41.XXXX	\$6,000.00
4	1	4	Recruitment of highly qualified personnel.	255.E41.XXXX	\$0.00
4	1	5	Recruitment of highly qualified personnel.	255.E41.XXXX	\$0.00
4	1	6	Recruitment of highly qualified personnel.	255.E41.XXXX	\$0.00
4	1	7	Recruitment of highly qualified personnel.	255.E41.XXXX	\$0.00
4	1	9	Recruitment of highly qualified personnel.	255.E41.XXXX	\$0.00

4	2	6	Federal Grant	255.E11.XXXX	\$0.00
4	3	1	Professional growth opportunities	255	\$0.00
4	3	2	Professional growth opportunities	255.E41.XXXX	\$0.00
4	3	4	Professional growth opportunities	255.E41.XXXX	\$0.00
4	3	5	Fund 256 Participant Tuition Fees for 10 candidates	256.E13.6221.00.802.9.24	\$91,013.00
Sub-Total					\$324,413.00

256 PRINCIPAL PREP GRANT

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	5	Fund 256 Principal Mentor Stipend	256.E23.6117.00.802.9.24	\$5,000.00
4	3	5	Fund 256 TExEs Certification Exam Fees	256.E13.6221.00.802.9.24	\$1,350.00
4	3	5	Fund 256 Textbooks for Candidates	256.E13.6329.00.802.9.24	\$15,000.00
4	3	5	Fund 256 Substitute Pay for 6 days for each candidate	256.E13.6112.00.802.9.24	\$6,500.00
4	3	5	Fund 256 Travel to summer institutes for 5 mentors	256.E23.6411.00.802.9.24	\$5,000.00
4	3	5	Indirect Cost Rate allocation		\$6,137.00
Sub-Total					\$38,987.00

263 ESEA, TIII LEP

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	ELL Resources		\$0.00
1	1	12	Instructional Resources		\$0.00
1	1	13	Technology Resources/Software		\$0.00
1	1	16	ELL Resources		\$0.00
1	2	1	Professional Development and Resources		\$0.00
1	2	2	Professional Development and Resources		\$0.00
1	2	7	Travel for Professional Development		\$0.00
1	2	11	Professional Development and Resources		\$0.00
1	3	4	ELL Instructional Resources		\$0.00
1	3	5	ELL Resources		\$0.00
1	3	7	ELL Resources		\$0.00

1	3	9	Instrtuctional Resources for ELL		\$0.00
1	3	10	ELL Materials		\$35,000.00
1	3	11	ELL Resources		\$0.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
Sub-Total					\$35,000.00

281 Title IV, Part A SSAEP

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	13	Technology Resources		\$0.00
1	1	14	Robotics Supplies & Materials (STEM)	281.E11.6399.RB.802.8.24	\$37,000.00
1	1	14	Entry Fees & Transportation	281.E11.6410/6412.RB.802.8.24	\$6,582.54
2	1	1	Funding for SRO's		\$0.00
Sub-Total					\$43,582.54

410 IMA

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	Instructional Resources and Textbooks		\$0.00
1	1	16	Textbooks		\$175,000.00
1	1	26			\$17,500.00
1	2	15	Technology Resources		\$0.00
1	4	2	Textbooks	410.11.6393.31	\$100,000.00
1	4	9	Textbooks for college prep classes	410.11.6391	\$25,000.00
1	7	1	Technology Equipment, Software		\$0.00
1	7	3	Instructional Technology Coordinators Salaries		\$0.00
1	7	7	Technology Equipment		\$0.00
1	8	1	Instructional Technology Staff Salaries	410.13.6119	\$195,000.00
Sub-Total					\$512,500.00

498 CREED Foundation

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	15	CREEED Tuition Donation	498.13.6221.00.803.0.99	\$27,000.00
Sub-Total					\$27,000.00
Grand Total					\$3,346,303.66