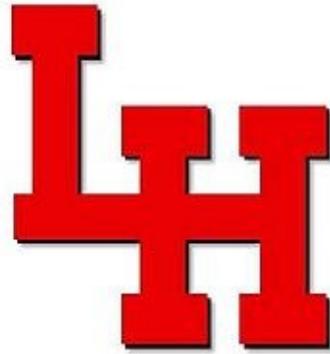


Richardson Independent School District
Lake Highlands Junior High School
2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

The entire staff pledges itself to these student outcomes: To challenge and foster lifelong learning necessary to achieve academic, social and career success for all students while acknowledging all personal and cultural diversity.

Vision

Where all students learn, grow and succeed.

Values

Integrity - Inspiration - Inclusiveness - Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.

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Goals

Goal 1: Students are highly engaged in their educational life.

Performance Objective 1: Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences

Evaluation Data Source(s) 1: LHJH will be met standard and meet or exceed all Performance Growth Goals

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>1) Monitor strategies to promote continuous improvement in SPED, Pre-AP/GT, ESL, Dyslexia, and 504 students' performance.</p>	1, 2, 3, 8, 9, 10	Classroom Teacher Department Chair Lead Teacher Instructional Coach Evaluating Principal	Department Chairs, Lead Teacher, and Instructional Coach will meet in PLCs to review student growth in sub-populations listed based on student participation and formative assessments. SPED growth goals of 16% in reading, 15% in math, 16% in writing, 16% in science and 16% in social studies. Algebra I EOC growth goal of 3%. ESL growth goals of 18% in reading, 16% in math, 18% in writing, 14% in science and 20% in social studies.				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) On-going PD to implement Differentiated Instructional (DI) strategies to support and enhance student engagement in PLC.</p>	2, 3, 4, 8	Classroom Teacher Department Chair Lead Teacher Instructional Coach Evaluating Principal	Instructional Coach observations during PLC collaboration Evaluating Principal walk throughs Review student performance data by teacher each 9 weeks.				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 1 CSF 5</p> <p>3) Maintain strong extra-curricular participation in the fine arts and athletics programs.</p>	6, 10	Master scheduling principal Counselors Directors and coaches	Increased participation numbers in each of these courses/programs.				
Funding Sources: 199 - General Fund - \$0.00							

Critical Success Factors CSF 3 CSF 5 CSF 6 4) Host Lights on Lake Highlands in early February 2018 for incoming 7th graders and families to receive preview of junior high offerings.	5, 6	Action Team	Parent, teacher, student feedback				
Funding Sources: 199 - General Fund - \$200.00							
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7 5) Provide meaningful feedback in a timely manner so that teachers have time to adjust their instruction to impact learning. Each teacher will receive 5 walk-throughs in the 1st semester and 5 in the second semester.	3, 4, 5, 8	Evaluating Principals	Student survey feedback Stronger Tier 1 instruction Monitoring of TTESS goals				
Funding Sources: 199 - General Fund - \$0.00							
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 6) Increase parental involvement through family/parent nights on campus that focus on literacy skills for both students and parents.	1, 6, 9, 10	ELAR Evaluating Principal	Increased attendance of family members at family/parent nights				
Funding Sources: 211 - Title I, Part A - \$3,062.00							
Critical Success Factors CSF 1 CSF 4 CSF 7 7) Attend a field trip for all 7th graders to visit the Old Red Museum to tie social, cultural, political and economic history to expository writing.	1, 6, 9	Principal	Expository Writing Samples				
Funding Sources: 211 - Title I, Part A - \$4,500.00							
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 8) Conduct one of three collaborative planning sessions that include LHJH PBIS team members.	1, 2, 3, 4, 6, 8, 9	PBIS Principal	Feedback from Region X Consultant and other RISD personnel Decreased ISS, OSS, and discretionary DAEP placements Improved attendance rates				
Funding Sources: 211 - Title I, Part A - \$550.00							
9) Each student will have a meaningful relationship with at least one staff member on campus	2, 3, 5	Principals	Two surveys: one in Jan and one in May				
10) Communities in Schools will provide support for students, parents, and staff for a positive learning environment.	6, 9, 10	CIS Contact	Students will receive help with grades and meals and supplies as necessary.				
							

Goal 1: Students are highly engaged in their educational life.

Performance Objective 2: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

Evaluation Data Source(s) 2: LHJH will move from Emerging to Proficient in overall measurement in the area of classroom on the BrightBytes Survey. This includes increase use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity).

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 1) Enhance access to technology during classroom activities through effective lesson planning; 2 teachers will attend ITeam PD at least once a 9 weeks.	3, 4	Classroom Teacher Department Chair Lead Teacher Instructional Coach Evaluating Principal	Classroom teacher utilizes available technology for hands on instruction for student instruction				
			Classroom observations conducted by Evaluating Principal				
Funding Sources: 199 - General Fund - \$0.00							
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 2) Monitor 1:1 devices for all staff and students for educational purposes.	2, 3, 5	Tech Team & Administrators	TTESS Walkthrough forms				
Funding Sources: 199 - General Fund - \$0.00							

Goal 1: Students are highly engaged in their educational life.

Performance Objective 3: Increase links between home and school by providing systematic opportunities for parent engagement

Evaluation Data Source(s) 3: 85% or higher positive responses on Parent Survey Results

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 1) Promote positive parent relations and maintain parent engagement through consistent volunteer opportunities.	6	Teachers Department Chair Lead Teacher Instructional Coach Administration	Events in which parent volunteers were requested and utilized				
	Funding Sources: 199 - General Fund - \$0.00						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 2) Increase effective and consistent communication between building principal and all stakeholders to engage the learning community in the learning process and build positive relationships.	6	Principal	Wildcat Chat Wildcat Wednesdays Other communication efforts				
	Funding Sources: 199 - General Fund - \$0.00						
3) All staff members will join PTA by August 31 - 100%.	2, 6	Principal	Support of PTA and volunteers as well as involved in the communication with parents				

Goal 2: Profound curriculum is the foundation for learning.

Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas

Evaluation Data Source(s) 1: LHJH will be met standard and meet or exceed all Performance Growth Goals

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Implement TTESS walkthrough form to provide meaningful and timely feedback to teachers at least five times per semester.</p>	2, 3, 4	Administrators	TTESS Ratings				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>2) Embed literacy skills, specifically writing TEKS within each curricular area for Expository writing.</p>	1, 2, 3, 4, 8, 9	Department chairs and administrators	TTESS walkthrough form				
<p>Critical Success Factors CSF 2 CSF 3 CSF 5</p> <p>3) Assess 8th grade students using PSAT/ACT Aspire and provide results to students and parents to utilize in course selection processes.</p>	6, 7, 8, 9, 10	Counselors & Assessment Coordinator	Participation rates				
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>4) Attend the TCTLA Conference and bring back learning to team.</p>	3, 4, 8	Evaluating Principal	Classroom Observations and PLC				
Funding Sources: 211 - Title I, Part A - \$1,920.00							
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Provide planning time for ESL math teachers and 8th grade math teachers to collaborate, plan, analyze data and develop lessons and activities for targeted tutoring and Saturday Schools.</p>	1, 8, 9	Evaluating Principal	Math Scores				
Funding Sources: 211 - Title I, Part A - \$330.00							

6) All PLCs will be centered around the 4 questions of a Professional Learning Community.	1, 2, 3, 4, 5, 8, 9	Admin Depmnt Leads	Student Growth on STAAR				
7) Purchase and implement Everyday English Plus as a tool for language acquisition and development.	7, 9	ESL Teacher Principal Asst Principals	Increased ratings on TELPAS scores in all four domains and increased ELL performance on future STAAR tests				
	Funding Sources: 211 - Title I, Part A - \$850.00						
8) Implement teacher training on curriculum and the design process as well as provide assistance on TEKS deconstruction	2, 3, 4, 5, 8, 9	Admin Depmnt Leads	Student Growth on STAAR				
							

Goal 2: Profound curriculum is the foundation for learning.

Performance Objective 2: Integrate 21st Century Learning and Texas College & Career Readiness (TCCR) skills and strategies into 7-8 curriculum

Evaluation Data Source(s) 2: Increased percentage of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); Brightbytes Survey Results (Identified Area of Increase)

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 7 1) Provide professional development for new AVID teachers by attending AVID Pathway training.	3, 4, 5	AVID Principal	Classroom Walkthroughs				
Funding Sources: 211 - Title I, Part A - \$1,798.00							
Critical Success Factors CSF 1 CSF 2 CSF 5 2) Provide time for students to plan their academic and extracurricular assignments and events with Google classroom during each class.	2, 3, 8	Teachers Administrators	Classroom Observations				
Funding Sources: 211 - Title I, Part A - \$3,410.00							
3) Utilize Naviance to explore careers.	6, 7, 10	Counselors					
							

Goal 3: RISD has high performing, student focused teachers.

Performance Objective 1: Hires certified, qualified, and dedicated staff from different cultural and ethnic backgrounds.

Evaluation Data Source(s) 1: Increase in diverse demographic representation in LHJH hiring

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 7 1) Meet Focus on Literacy (7-12) highly qualified teachers requirement with Texas certification(s).	1, 2, 3, 4, 5, 10	Principal, Evaluating Principal, New Teacher Mentors	Texas Teaching Certificate				
				Funding Sources: 199 - General Fund - \$0.00			
Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 2) Identify, recruit and hire high performing staff utilizing the RISD Teacher Profile.	3, 5	Administration	Staff diversity Turn over rate				
				Funding Sources: 199 - General Fund - \$0.00			
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 3) Attain 100% ESL supplemental certification of all ELA teachers.	1, 2, 3, 4, 10	Principal and ELAR evaluating principal	ESL supplemental certificates ESL student performance growth goals of 18% in reading and writing				
				Funding Sources: 199 - General Fund - \$0.00			
4) All new 0-2 year teachers will receive a formal mentor. All new 3 plus year teachers will receive a LHJH buddy.	1, 2, 3, 4, 5, 8	Instructional Coach	Will stay at LHJH and not leave Growth in student data Commitment to LHJH				
				Funding Sources: 199 - General Fund - \$1,200.00			
5) Attend a Mind Styles training with Nancy Gray.	2, 4	Principal	Teachers will know each other's strengths in how they work so that PLCs will run more effectively				
				Funding Sources: 199 - General Fund - \$1,200.00			

Goal 3: RISD has high performing, student focused teachers.

Performance Objective 2: Seek employee input and feedback.

Evaluation Data Source(s) 2: 85% or higher positive response on Staff Climate Survey Results.

Summative Evaluation 2:

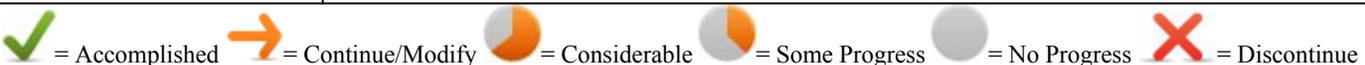
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6 CSF 7</p> <p>1) Continue to seek employee input via Staff Climate Survey and maintain 100% participation rate.</p>	1, 5	Principal, Assistant Principals, Instructional Coaches, Department Chairs, Campus Subject Leads	Staff Climate Survey Results greater than or equal to 100% Participation rate.				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6 CSF 7</p> <p>2) Provide support to teachers and staff as they engage in activities designed to address topics specific to campus needs based on survey data to maintain positive staff perception in the following areas: 2017 - 18 Campus Climate Survey School Leadership Faculty Relations & Support Parent Engagement School Operations.</p>	1, 2, 3, 4, 5, 10	Administration	Staff Climate Survey Results 2017 Perceptions greater than or equal to 85% Positive Response (Strongly Agree/Agree) Most items in Staff Climate Survey were rated negatively (Disagree/Strongly Disagree)				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>3) Maintain a teacher turn over rate that does not exceed the district average.</p>	5	Principal	Turn over rate not exceeding 15% turn over rate				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>4) Develop an "employer of choice" climate and culture through consistent supportive measures exercised by the principal.</p>		Principal	Retention Rate Staff Survey Staff Climate Survey results reflect mostly negative responses.				
Funding Sources: 199 - General Fund - \$0.00							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 3: RISD has high performing, student focused teachers.

Performance Objective 3: Provide necessary professional development to successfully implement the 2020 vision.

Evaluation Data Source(s) 3: Increase in positive response rate by staff on professional development session evaluation responses

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 7 1) Implement professional development that aligns with the district curriculum.	2, 3, 4, 5, 10	Department Chairs, Subject Leads, Curriculum Specialist, Evaluating Principal	Professional Development Plan				
				Funding Sources: 199 - General Fund - \$0.00			
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7 2) Continue to provide professional development in all curricular areas to enhance instructional strategies.	1, 2, 3, 4, 5, 10	Administrators, curriculum specialists, curriculum directors, instructional coaches	Student Performance results each nine weeks.				
				Funding Sources: 199 - General Fund - \$0.00			
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 3) Continue to provide professional development for the following district initiatives: a. Differentiated Instruction (DI) b. School Wide Enrichment (SWE) c. Technology Integration (TI) d. Professional Learning Communities (PLC) e. Literacy	2, 3, 4, 5, 10	Administrators, Instructional Coaches, Department Chairs, Technology Specialist, Subject Leads	TTESS walk through form Student performance growth goals of 10% in all tested areas				
				Funding Sources: 199 - General Fund - \$0.00, 211 - Title I, Part A - \$0.00			
4) Assess effectiveness of individual professional development sessions to ensure that trainings meet the needs of all teachers.	1, 3, 4, 5, 10	Curriculum Directors, Administrators, Instructional Coaches	Professional Development Evaluation Results reported to the appropriate administrator.				
				Funding Sources: 199 - General Fund - \$0.00			
							

Goal 3: RISD has high performing, student focused teachers.

Performance Objective 4: Align and maintain written, taught and assessed curriculum at all grade levels and in all subject areas.

Evaluation Data Source(s) 4: LHHJ will be met standard and meet or exceed all Performance Growth Goals

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 1) Conduct planning session in which 8th grade teachers plans for Saturday Schools/Twilight Sessions, analysis of 8th grade strengths and weaknesses, remediation plans and lessons based on data to use during Targeted Tutoring Sessions after school.	1, 8, 9	Evaluating Principal	Student performance on teacher-created assessments and CBAs				
Funding Sources: 211 - Title I, Part A - \$330.00							
Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7 2) Three teachers will attend a classroom management workshop at Region X.	1, 3, 4, 10	Evaluating Principal	Classroom Observations - implementation of learned strategies				
Funding Sources: 211 - Title I, Part A - \$330.00							
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7 3) Conduct planning session for 7th grade math team.	1, 3, 8, 9	Evaluating Principal	Quiz/Assessment Scores Math STAAR Scores				
Funding Sources: 211 - Title I, Part A - \$330.00							
System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 7 4) Provide 7th grade ELAR teachers planning time to analyze simulation data and develop plans for intervention and remediation.	1, 8, 9	ELAR Evaluating Principal	STAAR Writing Scores				
Funding Sources: 211 - Title I, Part A - \$550.00							
Critical Success Factors CSF 1 CSF 2 CSF 7 5) Provide 7th grade PreAP math teachers planning time to analyze student performance data and develop plans for intervention and remediation.	1, 3, 8, 9, 10	Evaluating Principal	Math STAAR Scores				
Funding Sources: 211 - Title I, Part A - \$220.00							



= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue

Goal 4: RISD ensures excellence in operations.

Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Source(s) 1: Maintain assistance with District FIRST rating and district Bond Rating.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>1) Implement Positive Behavior support program to improve school climate and classroom learning environment, provide ongoing training and support to ensure program success.</p>		School Climate Committee Administrators Counselors Teachers	Decrease number of students discipline referrals, ISS, OSS Increase in number of positive rewards issued to students for targeted behaviors and positive character traits, Student and staff surveys regarding school climate				
Funding Sources: 211 - Title I, Part A - \$2,200.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>2) Prevention of bullying, harassment, internet safety, digital citizenship and dating violence utilizing PBIS, advisory lessons, student assistant teams, and peer mediation.</p>	2, 4	Teachers Counselors, Administrators School staff PBIS Committee	Decrease number of students' discipline referrals for bullying, harassment and dating violence Student and staff surveys, Increase number of positive rewards/recognitions issued for targeted behaviors and positive character traits, increased classroom learning time, improve classroom learning environments, increased student achievement				
<p>Critical Success Factors CSF 1 CSF 4 CSF 5</p> <p>3) Monitor student data and absence reports to determine immunization compliance of student body and communicable disease issues on campus .</p>		Nurse Administrators Attendance Clerk Counselors	High percentage of student body having appropriate immunizations upon entering school, minimal student absences caused by peer illness or lack of immunization as reported by nurse and attendance clerk, increased student attendance and increased student achievement as a result of increase student attendance				
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>4) Set goals and objective for coordinated health program and Implement Teen Screen at 7th grade level.</p>		Nurse Counselors Administrators	Appropriate staff meet and determine goals for health program; high participation rates of 7th students in Teen Screen program, students identified with health problems or suicidal ideations and receive services, increase in student attendance and academic performance				

<p align="center">Critical Success Factors CSF 3 CSF 6</p> <p>5) Conduct AED drills one per semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus.</p>	<p>Campus Emergency Response Team</p>	<p>Drill log</p>				
<p>Funding Sources: 199 - General Fund - \$0.00</p>						
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>6) Provide transition activities for all rising 7th graders to ensure effective and efficient transition that will lead to student success.</p>	<p>1, 2, 7, 10 Principal and Lead Counselor</p>	<p>Parent, Teacher and Student Feedback</p>				
<p>Funding Sources: 211 - Title I, Part A - \$880.00</p>						
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

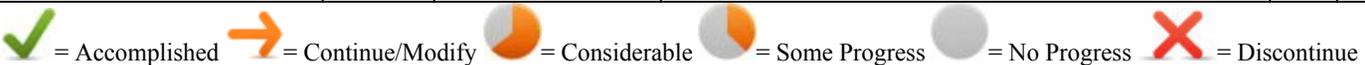
Goal 5: Student Performance

Performance Objective 1: Improve student performance and ensure campus is rated "Met Standard"

Evaluation Data Source(s) 1: LHJH will meet or exceed all Performance Growth Goals.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Provide practical, timely trainings to ensure TEKS proficiency for all teachers.</p>		Principal, Assistant Principals, and Instructional Coaches	<p>Monitoring PLC for discussions of strategy implementation</p> <p>Professional Development feedback from surveys</p> <p>Measuring the use of knowledge and strategy implementation through classroom observations and administrative walkthroughs</p> <p>Review student performance each 9 weeks</p>				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) Design and deliver building specific professional learning aligned with district and campus identified needs.</p>		Principal, Assistant Principals, and Instructional Coaches	<p>Monitoring PLC for discussions of strategy implementation</p> <p>Professional Development feedback from surveys</p> <p>Measuring the use of knowledge and strategy implementation through classroom observations and administrative walkthroughs</p> <p>Review student performance each 9 weeks</p>				
Funding Sources: 199 - General Fund - \$0.00							
<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Develop courses of ESL sheltered and clustered classes in the areas of math, social studies, science, and ELA.</p>	1, 2, 3, 8, 9	Administration	<p>Walk throughs</p> <p>Progress on district and state assessments</p> <p>ESL growth goal of 16% in math, 18% in reading and 20% in social studies</p>				
Funding Sources: 199 - General Fund - \$0.00							

System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 4) Implement targeted tutoring after school and on specific Saturdays for students in identified areas of need, based on system safeguard data, in all four core subject areas.	3, 8, 9	Core Teachers Administration	Progress on district and state assessment Mastery of tutorial TEKS assessments Student performance growth goals of 10% in all tested areas.				
	Funding Sources: 199 - General Fund - \$4,000.00						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7 5) Earn "recognized" rating all CSEAS areas.	2, 3, 4, 8, 9, 10	Principal	CSEAS ratings that meet or exceed Recognized status				
	Funding Sources: 199 - General Fund - \$0.00						
Critical Success Factors CSF 3 CSF 6 CSF 7 6) Conduct suicide/substance abuse prevention and intervention training for all staff.	4, 8	Principal	Training Sign in Sheet				
	Funding Sources: 199 - General Fund - \$0.00						
7) Provide cultural diversity and awareness training to staff	2, 4, 5, 8	Admin Instructional Coach	Improved performance on STAAR and school culture				
8) Hold PGP meetings for those At-risk students and parents that didn't pass STAAR	6, 8, 9	Principals Teachers	Create a plan for those students transitioning to high school who didn't pass STAAR				
9) Provide training to staff on vocabulary, questioning, and visible learning	2, 3, 4, 5, 8, 9	Admin Instructional Coach Department Leads	School-wide approach and provide consistency for instruction				
10) Provide choice in TTESS professional development that is tied to growth goals	4, 8	Admin	Improved STAAR performance and stronger proficiency ratings for teachers				
							

Goal 5: Student Performance

Performance Objective 2: Increase AP Spanish Language Participation to 35% and AP Spanish Language Passing to 91%.

Evaluation Data Source(s) 2: LHJH will meet or exceed participation and performance growth goals.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Provide additional preparation opportunities to AP Spanish students, coordinating with LHHS preparation sessions.</p>	3, 8, 9	AP Teacher Evaluating Principal	AP passing rate of 95%				
Funding Sources: 199 - General Fund - \$0.00							

Goal 5: Student Performance

Performance Objective 3: Meet all System Safeguards.

Evaluation Data Source(s) 3: LHJH will meet or exceed all Performance Growth Goals.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 5 CSF 6</p> <p>1) Monitor strategies to promote continuous improvement in SPED, Pre-AP/GT, ESL, Dyslexia, and 504 students' performance.</p>	1, 2, 3, 8, 9, 10	Classroom Teacher Department Chair Lead Teacher Instructional Coach Evaluating Principal	Department Chairs, Lead Teacher, and Instructional Coach will meet in PLCs to review student growth in sub-populations listed based on student participation and formative assessments. SPED student performance growth goals of 16% in reading, 15% in math, 16% in writing, 16% in science and 16% in social studies ESL student performance growth goals of 18% in reading, 16% in math, 18% in writing, 14% in science and 20% in social studies				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 2 CSF 5 CSF 6</p> <p>2) Monitor interventions for SPED student discipline and incorporate PBIS strategies.</p>	1, 2	Assistant Principals PBIS Team	Decreased discretionary and mandatory DAEP placements Decreased ISS and OSS rates for SPED students Decrease in overall number of discipline referrals				
Funding Sources: 199 - General Fund - \$0.00							
<p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Continue to have meetings with district GT department members, ED, teachers and administration to ensure appropriate decisions are made for placement of students in GT setting.</p>	3, 8, 10	Administrators RISD GT Department	Parent and student feedback Academic progress of students				
Funding Sources: 199 - General Fund - \$0.00							
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 2</p> <p>4) Continue the red folder system and tracking sheets for ESL students and provide time for teachers to collaborate and share best practices and data analysis.</p>	1, 3, 8, 9, 10	Evaluating principal ESL lead teacher	ESL exit rates for ESL students ESL performance growth goals of 18% in reading, 16% in math, 18% in writing, 14% in science and 20% in social studies				
Funding Sources: 199 - General Fund - \$0.00							

<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Continue implementation of MTA dyslexia program as an intervention for students identified as needing it.</p>	3, 8, 9, 10	MTA teacher Evaluating principal case manager or 504 coordinator	MTA reports showing growth					
Funding Sources: 199 - General Fund - \$0.00								
<p align="center">Critical Success Factors CSF 1 CSF 2</p> <p>6) Implement and develop 504 plans appropriate to meet the needs of the students and maintain an inclusive educational setting.</p>	3, 8, 9	504 Coordinator Assistant Principals Committee members	Less accommodations needed over time					
Funding Sources: 199 - General Fund - \$0.00								
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 5 CSF 6</p> <p>7) Continue to provide parent informational sessions such as ESL Parent Night and subject area showcase nights each 9 weeks; work with Wallace Elem on a night for our Burmese population</p>	1, 3, 4, 5, 6, 8, 9, 10	Teachers Department Chair Lead Teacher Instructional Coach Administration ESL teachers	Parent attendance Results of agenda topics					
Funding Sources: 211 - Title I, Part A - \$600.00								
<p align="center">System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>8) Continue to provide professional development for teachers to support all ELL students.</p>	2, 3, 4, 5, 10	Administrators, ESL Lead Teachers, District Personnel	TELPAS Results ESL performance goals of 18% in reading, 16% in math, 18% in writing, 14% in science, and 20% in social studies					
Funding Sources: 199 - General Fund - \$0.00								
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>9) Continue to provide professional development on Dyslexia Modules to all new employees.</p>		Campus Administrators, Dyslexia Coordinators	Training sign in sheet Classroom walkthroughs					
<p align="center">System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>10) Continue to provide professional development for instructional staff to support students with disabilities.</p>	2, 3, 4, 5, 10	Campus Administrators, Special Education Teachers	Student performance each 9 weeks					
Funding Sources: 199 - General Fund - \$0.00								
<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>11) Ensure all G/T teachers complete required G/T training.</p>	3, 4, 5, 10	Campus Administrators, Elizabeth Swanner	GT training completion certificates					
Funding Sources: 211 - Title I, Part A - \$0.00, 199 - General Fund - \$0.00								

<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p>	3, 8, 9, 10	Classroom Teachers Principal	TTESS walk through form Teacher feedback Student performance growth goals of at least 10% in all areas and sub pops				
<p>12) Provide supplemental reading materials directly related to science, math and ELA to be used for classroom instruction and that meet various learning needs of diverse learners.</p>	Funding Sources: 211 - Title I, Part A - \$3,486.07						
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>13) Implement quarterly monitoring of data and CIP progress.</p>	2, 3, 4, 8, 9	Administration	Data results and CIP progress				
<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>14) Decrease campus drop out rate.</p>		Principal	Increased attendance rates Student Engagement Survey Results				
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>15) Increase graduation rates.</p>		Principal	Attendance rates Student Engagement Survey results Decrease in Leavers				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 6: Parent Communication

Performance Objective 1: Improve parent communication between school and home

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Write and send a weekly newsletter to parents about what is happening around LHJH	6	Principal	Parents will be notified about important information and see what is happening around LHJH				
2) Utilize Blackboard communication for phone reminders, email, and text messages	6	Principal	Remind parents about upcoming events that affect student learning				
3) Attend all PTA events and functions	6	Admin	Better partnership and communication through positive relationship building				
4) Partner with Chick-fil-A for Spirit Nights and incentives for teachers and students	5, 9	Admin	Positive rewards and recognition for students and staff for doing great things around LHJH				
							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Monitor strategies to promote continuous improvement in SPED, Pre-AP/GT, ESL, Dyslexia, and 504 students' performance.
2	1	4	Attend the TCTLA Conference and bring back learning to team.
2	1	5	Provide planning time for ESL math teachers and 8th grade math teachers to collaborate, plan, analyze data and develop lessons and activities for targeted tutoring and Saturday Schools.
3	1	3	Attain 100% ESL supplemental certification of all ELA teachers.
3	3	2	Continue to provide professional development in all curricular areas to enhance instructional strategies.
3	4	1	Conduct planning session in which 8th grade teachers plans for Saturday Schools/Twilight Sessions, analysis of 8th grade strengths and weaknesses, remediation plans and lessons based on data to use during Targeted Tutoring Sessions after school.
3	4	3	Conduct planning session for 7th grade math team.
3	4	4	Provide 7th grade ELAR teachers planning time to analyze simulation data and develop plans for intervention and remediation.
5	1	3	Develop courses of ESL sheltered and clustered classes in the areas of math, social studies, science, and ELA.
5	1	4	Implement targeted tutoring after school and on specific Saturdays for students in identified areas of need, based on system safeguard data, in all four core subject areas.
5	3	1	Monitor strategies to promote continuous improvement in SPED, Pre-AP/GT, ESL, Dyslexia, and 504 students' performance.
5	3	4	Continue the red folder system and tracking sheets for ESL students and provide time for teachers to collaborate and share best practices and data analysis.
5	3	8	Continue to provide professional development for teachers to support all ELL students.
5	3	10	Continue to provide professional development for instructional staff to support students with disabilities.
5	3	12	Provide supplemental reading materials directly related to science, math and ELA to be used for classroom instruction and that meet various learning needs of diverse learners.