

Jefferson Elementary Campus Improvement Plan 2014/2015



Date Reviewed:

DMAC Solutions™

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Date Approved:

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Jefferson Elementary

Mission

Jefferson Elementary will provide educational excellence for all students, cultivating college, career and workforce readiness, while providing students with choices for a meaningful and successful life.

Vision

Jefferson Elementary will become a system of world-class schools, where students develop the knowledge, skills, and learning habits that prepare them for college and career success in the 21st Century.

Nondiscrimination Notice

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

Jefferson Elementary

Goal 1. We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

Objective 1. Create and maximize flexible learning spaces.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will create a literacy corner for district/campus personnel to read to our 2nd grade students	Assistant Principal(s), Assistant Superintendent for District Operations, Director of Parental Involvement, Instructional Facilitators, Librarian, Principal	8/14-8/15	(S)Appointed Staff	Summative - District Data
2. Individual and small group counseling based on the needs of the students requiring services	Principal	8/14-8/15	(L)Local, (S)Appointed Staff	Summative - Counselor Assessment
3. Additional weekly assistance is provided to struggling students (A.R.I., Critical Skills)	Principal, Teacher(s)	8/14-8/15	(F)Grant - Federal, (S)Appointed Staff	Summative - Show significant growth in Reading and Math
4. A 45- 60 minute Block Time is allotted to every grade level. The afterschool OEYP program will provide daily/weekly assistance for struggling students in a small group setting	Instructional Facilitators, Instructional Staff, Principal	8/14-8/15	(F)Title I	Summative - Use data collected to show growth on assessments
5. Campus-wide emphasis on early literacy for PreK-2nd grade students	Instructional Facilitators, Instructional Staff, Paraprofessionals, Principal	8/14-8/15	(S)Appointed Staff	Summative - Less than 15% of students entering 3rd Grade will be at a Tier II level
6. Integrate learning strategies such as PBL for all students including bilingual and GT.	Instructional Facilitators, Principal, Teacher(s)	8/14-8/15	(L)Local	Summative - Teachers will provide evidence of PBL lesson(s) conducted in the classroom
7. RTI and SPED departments will work on strategies and techniques to assist students whose behavior interferes with learning	Counselor(s), Instructional Facilitators, Teacher(s), Teachers, Special Ed	8/14-8/15	(S)Local Funds	BIP and FBA assessments
8. Campus-wide Writing Initiative will be implemented weekly which will include integrating writing in all subjects (ex, Math, Science, Reading)	Instructional Facilitators, Instructional Staff, Principal	8/14-8/15	(F)Title I, (L)Local	Formative - Writing Samples, Benchmark/DCA results
9. High achieving students including the gifted and talented population are given opportunities to engage in PBL activities, projects, in order to attain advanced recognition.	Instructional Staff, Special Programs Teachers, Teacher - GT / AP	8/14-5/15	(L)Local, (S)Appointed Staff	Summative - Increase advanced levels of performance

Jefferson Elementary

Goal 1. We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

Objective 2. Create a supportive school culture and environment that inspires students and teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Counselors will participate in district-wide trainings on a monthly basis, so that they can come back and work with all campus staff members (Target Group: All)	Counselor(s), Director of Guidance & Counseling	8/14-8/15	(L)Local	Summative - Number of counselors completing the training
2. Provide curriculum and training for counselors on character education for implementation at campus level. (Target Group: All)	Director of Guidance & Counseling	8/14-8/15	(S)Local Funds - \$4,399.78	Summative - Number of completed presentations at each campus.
3. Implement a discipline management program providing for prevention and education concerning aggression, harassment, drug free schools and bullying, including cyberbullying in school, on school grounds, and in school vehicles (Title I SW: 1) (Target Group: All) (NCLB: 4)	Director of Accountability & Assessment, Director of Guidance & Counseling, Director of Special Education	8/14-8/15	(S)Local Funds - \$9,474	Summative - Reduction of disciplinary incidents
4. Disseminate Positive Behavior Intervention Information to all faculty and staff (Target Group: All, SPED)	Behavioral Intervention Specialist, Director of Special Education	Monthly Meetings	(S)Appointed Staff	Summative - Information disseminated via HCISD Special Education website and job embedded staff development
5. Implement new wellness activities and continue to enhance current wellness activities to encourage and increase staff participation (Title I SW: 1) (Target Group: All) (NCLB: 4)	P.E./Wellness Coordinator, Wellness Committee Chairperson	8/14-8/15	(S)Appointed Staff - \$1,000	Summative - Participation in activities Employee surveys
6. Implement a system to track bullying incidents (Target Group: All)	Director of Accountability & Assessment	8/14-8/15	(L)Local	Summative - Number of incidents
7. Implement a program by which employees are recognized for their efforts and accomplishments in their wellness goals (Jefferson Fitness Challenge) (Title I SW: 1) (Target Group: All) (NCLB: 4)	P.E./Wellness Coordinator, Wellness Committee Chairperson	8/14-8/15	(S)Appointed Staff	Summative - Recognition ceremonies participation with trophies or certificates.
8. Conduct a Health Fair with a 90% participation rate (Target Group: All)	Nursing Department	Spring 2015	(L)Local - \$4,250	Summative - Sign in sheets

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Update and continuously implement the district's Safety and Security Audit Plan and the district's Emergency Operations Plan (Raptor) (Title I SW: 1) (Target Group: All) (NCLB: 4)	Assistant Superintendent for District Operations, Director of Maintenance	10/2014 - 10/2015	(L)Local - \$3,000, (S)Local Funds	Summative - Safety and Security Plan three year update was updated in September 2011. School Emergency Operations Plans were updated 2012
10. Continue to utilize and expand the night-time Security and Loss Prevention Specialists program to monitor and protect all campus facilities and grounds (Title I SW: 1) (Target Group: All) (NCLB: 4)	Director of Maintenance	10/2014-10/2015	(S)Local Funds - \$60,000	Summative - Two new positions were added in the 2012-2013 School Budget, bringing the total to four Security and Loss Prevention Specialist
11. Continue to actively screen and monitor students for homeless eligibility (Target Group: All) (NCLB: 4)	Campus Homeless Liaison, Counselor(s), Director of Federal Programs, Intake Center Personnel, Principal	8/14-8/15	(F)Grant - Federal - \$17,000	Summative - Documentation of 100% identified homeless students. Homeless Registration Questionnaire.
12. Designate and train a campus liaison in the identification and eligibility of homeless students (Target Group: All) (NCLB: 1,2,3,4,5)	Counselor(s), Director of Federal Programs, Principal	8/14-8/15	(F)Title I - \$500	Summative - 100% of campuses will provide Federal Programs with the name of a liaison and training will be provided
13. Train all faculty and staff in the cornerstones of customer service to develop a culture of caring and development of positive relationships leading to improved academic performance by students. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 4)	Administrator for Organizational Development, Director of Communication and KHGN	8/2014 - 5-2015		Summative - 100% of faculty and staff will be trained in the cornerstones of customer service.
14. Implement a process by which we will evaluate the success of our wellness program, utilizing health fair results, employee surveys, and district approved health insurance data (Title I SW: 1) (Target Group: All) (NCLB: 4)	P.E./Wellness Coordinator, Wellness Committee Chairperson	08/14-08/15	(S)Appointed Staff	Summative - Feedback information; employee surveys
15. Collaborate with local hospitals and doctors to provide seminars to employees on all aspects of wellness (Title I SW: 1) (Target Group: All) (NCLB: 4)	Director of Human Resources, Risk Management / Benefit Coordinator, Wellness Committee Chairperson	October-July	(O)Outside Community Resources	Summative - Participation in wellness seminars Satisfaction Survey

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- Goal 1.** We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.
- Objective 2.** Create a supportive school culture and environment that inspires students and teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
16. Provide neuroassessments for students as needed (Target Group: All)	Nursing Department	8/14-8/15	(S)Appointed Staff	Summative - Number of student visits to nurses
17. Provide health assessment as needed for employees (Target Group: All)	Nursing Department, P.E./Wellness Coordinator	ongoing	(S)Appointed Staff	Summative - Number of visits to nurse. Evaluating health claims
18. Support and continue safety measures in the science lab and ensure students are taught/trained and demonstrate classroom safety (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	8/14-8/15	(S)Appointed Staff	Summative - Informal/formal walk-throughs and teacher assessments
19. Counselor will incorporate Character Counts Program	Counselor(s), Principal, Teacher(s)	8/14-8/15	(S)Appointed Staff	Summative - Counselor/teacher evaluation
20. Jefferson will implement programs that will inspire students and teachers such as: Jefferson Pledge, Caught Being Good, Awards Assemblies, Principal's Reception, AR Incentives, Citizenship Awards, UIL Assembly, Fitness Counts, Attendance Initiatives, STAAR pep Rallies, and Mentoring Program.	Assistant Principal(s), Counselor(s), Instructional Facilitators, Instructional Staff, Paraprofessionals, Principal, Special Programs Teachers, Teacher - GT / AP, Teachers, Special Ed	8/14-8/15	(L)Local, (S)Appointed Staff	Summative - Increased number of students receiving recognition

Jefferson Elementary

Goal 1. We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

Objective 3. Create and expand technology rich environments that empower students to maximize their learning experiences.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement Parent Link for automated messaging system to send important information to parents and staff (Title I SW: 6,10) (Target Group: All)	Principal, Principal's Secretary	8/14-8/15	(L)Local	Summative - Usage reports
2. Maintain that 100% of parent volunteers and subcontracted consultants are in alignment with district safety guidelines (Title I SW: 6) (Target Group: All) (NCLB: 4)	Director of Parental Involvement, Principal	8/14-8/15	(F)Grant - Federal, (F)Title I, (L)Local, (S)State Compensatory	Summative - Sign in sheets and participation of parents
3. Research available distance learning opportunities that may be provided for all staff with a focus on implementation in the 2015-2016 school year. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,2,4)	Action Idea Lead, Campus Technician, Content Area Specialist(s), Director of Technology, Instructional Technologist, Librarian	12/2014 - 8/2015	(S)Appointed Staff	Summative - A proposal will be developed based on research and presented to superintendent staff.
4. Digital classrooms provide opportunities for students to acquire knowledge with the use of ipads, computers, apple tv etc.	Instructional Staff	8/14-8/15	(F)Title IID Technology	Summative - Classroom observations, student-created projects
5. Students will utilize Think Through Math, Pearson, I-Station, and various online resources	Instructional Staff, Lab Manager	8/14-8/15	(L)Local, (S)Grant - State	Summative - Reports

Jefferson Elementary

- Goal 1.** We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.
- Objective 4.** Create specialized schools that offer unique learning opportunities for both our students and community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2. Seek and apply for Discretionary Grants (Target Group: All)	District Grant Writer	Monthly and Yearly	(F)Grant - Federal, (S)Grant - State	Summative - Administrative Reports to Superintendent Staff and Board; District Needs Assessment
3. Work with grant writer to actively seek grant writing opportunities to enhance campus initiatives. (Target Group: All)	District Grant Writer	Quarterly	(F)Grant - Federal, (S)Grant - State	Summative - Quarterly grant announcements; needs assessment
4. Evaluate grant program / fiscal activities to ensure compliance (Target Group: All)	District Grant Writer, Principal	Monthly	(F)Grant - Federal	Summative - Surveys, Campus visits, financial reports

Jefferson Elementary

Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 1. Implement a transformed recruitment plan to attract highly effective educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist in recruitment of teachers in the greatest areas of need for the district and campus, such as Science, Mathematics, Special Education, Bilingual / ESL certified, and music teachers (Target Group: All)	Assistant Superintendent for Human Resources	8/14-8/15	(S)Local Funds	Summative - Number of highly qualified employees being recruited
2. Build capacity within our current team to have a pool of candidates who are qualified to fill administrative vacancies in HCISD (Title I SW: 3,4) (Target Group: All)	Principal, Superintendent(s), Superintendent's Staff	8/14-8/15	(S)Appointed Staff, (S)Local Funds	Summative - Data regarding the number of current employees who fill administrative vacancies

Jefferson Elementary

Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 2. Revolutionize the new teacher induction program for a multi-year professional support.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incorporate the Organizational Health data-based assessment and associated improvement strategies in order to move to the highest level of efficiency and effectiveness. (Title I SW: 9) (Target Group: All) (NCLB: 3,4)	Administrator for Organizational Development, Assistant Superintendent(s), Deputy Superintendent	08/14-08/15	(S)Appointed Staff	Summative - OHI Assessment
2. All administrative staff will train on effective walkthroughs and identifying degrees of evidence regarding effective teaching. (Title I SW: 4,9) (Target Group: All) (NCLB: 1,3)	Chief Academic Officer	8/14-8/15	(L)Grant - Local	Summative - Eduphoria data and PDAS evaluations
3. Provide orientation for new teachers on a number of topics including first day preparations, curriculum standards, and classroom management (Title I SW: 4) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Instructional Technologist	8/14-8/15	(L)Local	Summative - Sign-in sheet
4. During the first semester, a post classroom walk through conference will be conducted with all first year teachers to ensure clarity and provide systematic support to new teachers. (Title I SW: 3) (Target Group: All) (NCLB: 1,2,3)	Administrator for Organizational Development	8/14-8/15	(S)Appointed Staff	Summative - Eduphoria data
5. All new teachers will participate in monthly new teacher training to support new teachers during their first three years of teaching. (Title I SW: 4) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Staff Development Specialist	8/14-8/15	(L)Local	Summative - Sign-in sheets; training products; feedback surveys
6. Implement the district's new teacher mentor program to ensure collaboration and the development of reflective practitioners. (Title I SW: 1,2,3,4,9) (Target Group: All) (NCLB: 1,2,3,5)	Administrator for Organizational Development, Instructional Intervention Specialist, Instructional Technologist	1/2015 - 5/2015	(F)Title IIA Principal and Teacher Improvement, (L)Local	Summative - Mentor Logs and Teacher reflective journals will identify 100% participation by new teachers and mentors.

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Objective 2. Revolutionize the new teacher induction program for a multi-year professional support.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Refine the art of mentoring as a support piece with training that will equip mentors with tools for ensuring that new teachers become highly effective educators. (Target Group: All) (NCLB: 1,2,3,5)	Administrator for Organizational Development, Instructional Technologist	1/2015- 5/2015	(F)Title IIA Principal and Teacher Improvement, (L)Local	Summative - Mentor logs, training sign-in sheets, new teacher program evaluation will document 100% and participation in program evaluation will guide efforts moving forward.
8. Provide monthly campus new teacher PLC's. Jefferson Elementary campus mentors meet with new teachers weekly and on an as needed basis. Instructional Facilitator will conduct classroom visits and assist teachers in implementing best practices in the classroom. (Title I SW: 1,2,3,4,9) (Target Group: All) (NCLB: 3)	Instructional Coach, Instructional Facilitators, Instructional Technologist, Principal	08/2014 - 08/2015	(S)Appointed Staff	Summative - mentor logs, training sign-in sheets and new teacher program evaluation
9. Implement an induction program for new Special Education Teachers. (Title I SW: 3,4,9,10) (Target Group: SPED) (NCLB: 3)	Special Ed Department	08/14 - 05/15	(S)Appointed Staff	Summative - Survey teachers in the program focusing on effectiveness and usefulness of the program.

Jefferson Elementary

Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 3. Create avenues for educators to acquire new knowledge and reach high levels of success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Explore options for educational systems to support a safe use of technology (Target Group: All)	Administrator for Organizational Development, Coordinator for Library Services, Instructional Technologist	Quarterly	(S)Appointed Staff	Summative - Campus feedback on lessons delivered for Digital Citizenship
2. Layers of Learning staff development will be provided on site by campus based personnel such as Library Media Specialists, Instructional Facilitators, Digital Classroom Teachers, and Campus Technicians. (Target Group: All)	Administrator for Elementary Education, Administrator for Secondary Education, Associate Principal, Division of Instruction, Elementary Campuses, Instructional Coach, Instructional Facilitators, Instructional Technologist, Principal, Teacher(s)	9/14-5/15	(L)Local	Summative - Accountability statistics
3. Enhance use of PLCs as a system of support for curriculum planning and improved student achievement (Title I SW: 3,4) (Target Group: All)	Administrator for Organizational Development, Chief Academic Officer, Content Area Specialist(s), Instructional Facilitators	Quarterly Meetings	(F)Grant - Federal - \$16,000, (S)Local Funds - \$48,000	Summative - District Curriculum Assessment
4. Provide opportunities for campus staff to attend professional development on early literacy. Jefferson will also invite curriculum specialists to provide trainings for all teachers PK -5th on high academic needs areas. (Target Group: ESL)	Administrator for Elementary Education, Administrator for Organizational Development, Chief Academic Officer, Early Childhood Specialist	8/14-8/15	(S)Local Funds	Summative - Sign in sheets of trainings
5. The campus will send PK-2nd grade teachers to district staff development to enhance their teaching the core literacy skills in reading. (Title I SW: 1,2,9) (Target Group: PRE K, K, 1st, 2nd) (NCLB: 1,2,5)	Administrator for Elementary Education, Chief Academic Officer, Early Childhood Specialist, Teacher(s)	8/14-8/15	(F)Grant - Federal	Summative - Data analysis of OWLS/CPALLS; TPRI/Tejas Lee
6. Interested staff will participate in district-offered academies for Aspiring Assistant Principals, Aspiring Principals, and New Principals (Target Group: All)	Superintendent(s), Superintendent's Staff	9/14 - 8/15	(S)Local Funds - \$9,500	Summative - Number of participants who complete the academies

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Objective 3. Create avenues for educators to acquire new knowledge and reach high levels of success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide informational meetings in cooperation with universities on acquiring advanced degrees (Target Group: All)	Assistant Superintendent for Human Resources	8/14-8/15	(S)Local Funds - \$300	Summative - Sign in sheets for informational sessions
8. Ensure our school campus crisis team and Special Ed staff is trained on CPI (Crisis Prevention Intervention) restraint training relative to all students (Target Group: All)	Behavioral Intervention Specialist, Director of Special Education	Quarterly	(F)Grant - Federal - \$24,700	Summative - Training sign In sheets and meeting agendas
9. Provide training for the campus Seizure Team, including seizure training, CPR/AED, and First Aid (Target Group: All)	Nursing Department	October 2014	(S)Local Funds	Summative - Sign in sheets, certificates
10. Utilize the virtual professional learning platform to access educator videos designed to provide professional development through a video format in order to increase accessibility, convenience and attendance. (Title I SW: 1,2,3,4,9) (Target Group: All) (NCLB: 3)	Chief Academic Officer, Content Area Specialist(s)	1/2015 - 5/2015	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds, (S)State Compensatory	Summative - Videos feedback will be used to guide future recordings.
11. We will assist in reviewing the district calendar for next year to consider embedding monthly early release days on Wednesdays to facilitate vertical and horizontal collaboration. (Title I SW: 1,2,3,4,9) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Design Team Leader	3/2015	(S)Appointed Staff	Summative - Vertical alignment within content areas
12. We will participate in a study of best practices on teacher report times in order to standardize teacher report times throughout the district. (Title I SW: 2,3,4,9) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Assistant Superintendent for District Operations, Assistant Superintendent for Human Resources, Athletic Director, Design Team Leader	4/2015	(S)Appointed Staff	Summative - Recommendation for a standardized report time.

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Objective 3. Create avenues for educators to acquire new knowledge and reach high levels of success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. We will work with the district to build a database and system for observation requests to ensure that people conducting observations have the opportunities to observe high quality instruction. (Title I SW: 3,4,5,9) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Instructional Coach, Instructional Facilitators, Principal	5//2015 - 8/2015	(S)Appointed Staff	Summative - Database available to all campuses
14. A campus-based system will be developed for highlighting best practices in order to increase the capacity of teacher's instructional toolbox and foster collaborative relationships. (Title I SW: 3,4,9) (Target Group: All) (NCLB: 3)	Assistant Principal(s), Instructional Coach, Instructional Facilitators	8/2015	(L)Local	Summative - Results from Districtwide documentation form and survey.
15. Participate in staff development of Chapter 89 (Bilingual/ESL) guidelines: BE and ESL practices; Testing Procedures; Criteria for the identification and placement of LEP students; Bilingual Exception Mandates; Appropriate Exit Criteria; Training for LPAC members; Training for all personnel responsible for administering and scoring OLPT assessments. (Target Group: BIL/ESL/LEP) (Target Group: ESL, LEP)	Assistant Principal(s), Associate Principal, Bilingual Administrators, Director of Special Programs/Multi-Language, ELL Campus Contacts, ESL Administrators, Principal	8/14-8/15	(F)Title III Bilingual / ESL	Summative - Sign in sheets of trainings and meeting agendas
16. Provide staff development opportunities on best practices and strategies outside instructional day. (Target Group: All) (NCLB: 1)	Content Area Specialist(s)	8-2014-5-2015	(L)Local	Summative - Attendance teacher feedback
17. Provide on-line training resources for Special Education Personnel. (Title I SW: 4,9) (Target Group: SPED) (NCLB: 3)	Director of Special Education	01/15 / 05/15	(L)Local	Summative - Survey teachers regarding usefulness of resources. Monitor usage of resources.

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Objective 3. Create avenues for educators to acquire new knowledge and reach high levels of success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. Utilize avenues for additional support for staff by providing the Request for Assistance form which will provide opportunities for district-wide personnel to provide additional support. (Title I SW: 3,9) (Target Group: SPED) (NCLB: 3)	Director of Special Education, Special Ed Department	10/14 - 05/15	(L)Local	Summative - Monitor use of Assistance Form.
19. Promote and monitor participation in staff development via the Eduphoria program. (Target Group: All) (NCLB: 3)	Director of Staff Development, Director of Technology	08/14 - 08/15	(F)Title IIA Principal and Teacher Improvement, (L)Local	Summative - Sign-in sheets, attendance records
20. Provide opportunities for review sessions in an effort to increase the number of Bilingual and ESL certified teachers. (Target Group: ESL, LEP)	Director of Special Programs/Multi-Language, Special Programs/Multi-Language Specialists	08/14-8/15	(F)Title III Bilingual / ESL	Summative - Agendas and Sign-In Sheets

Jefferson Elementary

Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 4. Develop clear criteria of expectations for highly effective educators for the purpose of creating a systematic approach to assessing performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All administrators will conduct a minimum of (2) 15 minute walkthroughs per quarter of every teacher. (Title I SW: 3) (Target Group: All) (NCLB: 1,3)	Assistant Principal(s), Associate Principal, Principal	8/14-8/15	(S)Appointed Staff	Summative - Eduphoria data
2. During the first semester, a post classroom walk-through conference will be conducted with all first year teachers to ensure clarity and provide systematic support to new teachers. (Title I SW: 3) (Target Group: All) (NCLB: 1,2,3)	Administrator for Organizational Development	8/14-8/15	(S)Appointed Staff	Summative - Eduphoria data
3. We will participate is a district-wide committee that will be created to identify and design the highly effective teacher profile. (Title I SW: 3,4,5,8,9) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development	12/2014	(S)Appointed Staff	Summative - A Highly Effective Teacher profile will be developed.
4. All teachers will be provided with a profile of a "Highly Effective teacher"prior to the start of the 2015-2016 school year. (Title I SW: 3,4,9) (Target Group: All) (NCLB: 3)	Principal	8/2015	(L)Local	Summative - Profile will be distributed to all teachers and its implications on the current district evaluation tool.
5. Redefine the role of the instructional facilitator to bring focus to their role of coaching teachers. (Title I SW: 2,3,9) (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Chief Academic Officer, Instructional Facilitators, Instructional Technologist, Principal	8/2014 - 5/2015	(S)Local Funds	Formative - New job descriptions will be developed and shared with appropriate staff.
6. Implement policies and procedures for the Special Education department to insure uniformity and standardization of practices within the department. (Title I SW: 9,10) (Target Group: SPED) (NCLB: 5)	Director of Special Education, Special Ed Department	08/14 - 08/15	(S)Appointed Staff	Summative - Monthly audits will be conducted to evaluate effective timelines and to check for fidelity to procedures.
7. Implement policies and procedures for the Special Programs/Multi-Language Department to ensure uniformity and standardization of practices within the department. (Target Group: LEP)	Director of Special Programs/Multi-Language, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL	Summative - Quarterly audits will be conducted to evaluate effective timelines and to check for fidelity to procedures.

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Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 5. Establish a retention plan for highly effective educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide positive and supportive school environment which allows for academic freedom within the curriculum, offer opportunities for staff development in the areas of need	Associate Principal, Counselor(s), Instructional Facilitators, Principal	8/14-8/15	(L)Local	Summative - Teacher evaluations

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Goal 2. We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

Objective 6. Create multiple venues for professional development designed to transform the learning experience of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide job embedded staff development to all teachers in curriculum, assessment, and instruction (Title I SW: 4) (Target Group: All)	Administrator for Organizational Development, Curriculum & Instruction Dept., Instructional Facilitators	8/14-5/15	(F)Title I	Summative - Student performance and teacher evaluations
2. Provide and maintain support for all teachers in TEKS, ELPS, and CCRS (Title I SW: 4,8) (Target Group: All)	Chief Academic Officer, Content Area Specialist(s), Instructional Coach, Instructional Facilitators, Intervention Specialists	8/14-8/15	(F)Grant - Federal	Summative - Sign in sheets
4. Host a series of staff development sessions specific to parents (Title I SW: 6) (Target Group: All) (NCLB: 5)	Parent Liason, Parental Involvement	8/14-8/15	(F)Title I - \$1,000, (S)Local Funds - \$500	Summative - Participants, sign-in Sheets
5. Provide training on the utilization of online tools as an aligned and differentiated science resource for grades K-12 (Target Group: All)	Chief Academic Officer, Content Area Specialist(s)	8/14-8/15	(L)Local	Summative - Sign in sheets; analysis of assessment data
6. All involved in the education of students with special needs will be trained on implementing accommodation and modifications using the following modalities: district website, job embedded training, staff development, and video clips (Target Group: SPED)	Instructional Intervention Specialist, Principal	Monthly	(F)Grant - Federal - \$5,000	Summative - Number of teachers trained, Sign-In sheets
7. Special education teachers will participate in trainings on TEKS based curriculum and STAAR (Target Group: SPED)	Instructional Intervention Specialist, Principal	Monthly	(F)Grant - Federal - \$1,000	Summative - Number of teachers trained, Sign-In sheets
8. Participate in opportunities to have trained personnel in the following areas: AED training, CPR training, First Aid training and Concussion Interventions (Title I SW: 9) (Target Group: All) (NCLB: 4)	Administrator for Organizational Development, Athletic Director, Nursing Department	8/14-8/15	(S)Local Funds - \$3,000	Summative - Sign in sheets for training
9. Participate in professional development opportunities for Bilingual and ESL teachers that address effective instructional strategies to maximize English Language Learners academic success. (Target Group: ESL, LEP)	Bilingual Administrators, Chief Academic Officer, Director of Special Programs/Multi-Language, ESL Administrators, Principal, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL	Summative - Agendas and sign in sheets for training Needs Survey from Campus Teachers to drive future training

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 1. Implement common planning time for all teachers to analyze data to drive instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with district personnel to identify effective Collaboration Time educational models best suited for elementary and secondary schools for implementation of collaboration time amongst teachers at all levels to be able to plan and analyze data. (Title I SW: 2,4,5,8) (Target Group: All) (NCLB: 1,2,5)	Action Idea Lead	August 2015-May 2015	(S)Appointed Staff	Summative - A list of models used will be developed and results of effectiveness will be shared with design team.
2. Ensure that staff members are active participants of a structured professional learning community. Focused agendas will incorporate curriculum planning, data analysis, and intervention/enrichment processes. Jefferson Elementary will designate every Thursday for grade level PLC's. PLC agendas will include review of TEKS, DCA's, Benchmarks, C-PALLS, TPRI, BOY, MOY and EOY results from Universal Screener (STAR Renaissance) (Title I SW: 4) (Target Group: All)	Administrator for Organizational Development, Assistant Principal(s), Chief Academic Officer, Deputy Superintendent, Instructional Facilitators, Instructional Staff, Principal	8/14-8/15	(S)Local Funds	Summative - Participation in the Harlingen Learning Community and surveys of the campus to ensure Professional Learning Communities are incorporated at all campuses
3. Nurture, support, and further develop professional learning communities (Target Group: All)	Administrator for Organizational Development, Chief Academic Officer, Curriculum & Instruction Dept.	8/14-8/15	(S)Local Funds	Summative - Attendance for trainings specific to building Professional Learning Communities
4. Provide the opportunity for campus vertical alignment meetings by content area. (Target Group: All) (NCLB: 1)	Content Area Specialist(s), Instructional Coach, Instructional Facilitators	8-2015-5-2015	(S)Appointed Staff	Summative - Attendance and teacher feedback
5. Begin exploring options for the creation of common planning time within the school day for all core area teachers. (Title I SW: 2,4,8,9) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 1,2,4,5)	Assistant Principal(s), Instructional Facilitators, Principal	1/2015 - 5/2015	(S)Appointed Staff	Summative - Review of needs from evaluation of scheduling

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 1. Implement common planning time for all teachers to analyze data to drive instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. A campus Data Wall will be used to analyze and identify students' instructional levels. At Jefferson Elementary a data wall is located in room 300. Student's assessment information is displayed, the data includes: STAAR scores, STAR Renaissance scores (reading/math GE levels) and Benchmark scores.	Assistant Principal(s), Instructional Facilitators, Instructional Staff, Principal	8/14-8/15	(L)Local	Summative - Student Benchmarks/DCA's, STAR Renaissance Universal Screener

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 2. Create classroom learning environments to capitalize on opportunities for communication, collaboration, creativity, and critical thinking.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide opportunities for staff to observe and participate in a collaborative learning model at all levels that incorporates within its design differentiated instruction and includes consistent follow up trainings and continual support. (Title I SW: 1,2,10) (Target Group: All) (NCLB: 1,2,4,5)	Administrator for Organizational Development, Chief Academic Officer, Principal	August 2014-May 2015	(L)Grant - Local, (L)Local	Summative - Professional Development Agenda show 100% participation by 10th grade teachers
2. Provide opportunities for staff to participate in training on 21st Century skills and strategies that support Project Based Learning for teachers (Title I SW: 4) (Target Group: All)	Administrator for Organizational Development, Director of Technology, Instructional Technologist	8/14-8/15	(S)Local Funds	Summative - Completion rates of training, number of participants and follow up surveys

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 3. Develop curriculum with an emphasis on preparation for post-secondary endorsements, certificates, and certifications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 4. Create a locally developed evaluation plan with established standards to measure, assess and determine the effectiveness of both current and future programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training, as needed, on the development of common formative assessments (Target Group: All)	Chief Academic Officer, Curriculum & Instruction Dept.	8/14-8/15	(L)Local	Summative - Formative Assessment results run through DMAC
2. Use data tools to track value add and monitor instructional interventions for efficacy. (Title I SW: 1,5) (Target Group: All) (NCLB: 1,4)	Chief Academic Officer, Content Area Specialist(s), Instructional Intervention Specialist, Intervention Specialists	Quarterly	(F)Title I - \$78,830	Summative - Value-add and intervention reports
3. Use TANGO to assist with data-driven instructional decisions (Title I SW: 8,9) (Target Group: All) (NCLB: 1,4)	Chief Academic Officer, Curriculum & Instruction Dept., District Coordinator for School Improvement, District Leadership Team	8/14 - 8/15	(F)Title I - \$63,900	Summative - Quarterly results
4. Ensure all students in grade 3-8 take the STAR Renaissance universal screener three times a year to allow progress monitoring and intervention for reading and math skills (Target Group: All)	Curriculum & Instruction Dept., Dyslexia/RTI/504 Specialist, Instructional Facilitators	9/14-6/15	(F)Title I	Summative - STAAR Renaissance Reports, Correlation between universal screener and state assessments
5. Continue using Renaissance Learning products STAR Reading, STAR Math, and Accelerated Reader (ELAR) (Target Group: All)	Content Area Specialist(s), Coordinator for Library Services, Dyslexia/RTI/504 Specialist, Principal	8/14-8/15	(F)Grant - Federal	Summative - Data from reports
6. All current curriculum based programs will be identified and measured utilizing an evaluation model identified by the district. (Title I SW: 2,9,10) (Target Group: All) (NCLB: 1,2)	Administrator for Elementary Education, Administrator for Secondary Education, Chief Academic Officer	1/2015-5/2015	(S)Appointed Staff	Summative - Identified programs will be evaluated using an identified model.

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 5. Develop an Instructional Technology Support Team focusing on incorporating technology into the curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to ensure that resources are aligned to the curriculum (Target Group: All)	Chief Academic Officer, District Coordinator for School Improvement, District Leadership Team, Division of Instruction	8/14-8/15	(S)Appointed Staff	Summative - Alignment of all instructional resources
2. Integrate innovative learning strategies, including PBL and Texas Performance Standards (Target Group: All)	Administrator for Organizational Development, Director of Technology, Instructional Technologist	Quarterly	(S)Local Funds	Summative - Teachers listed as PBL certified will engage in quarterly meetings to share and discuss samples of student success.
3. Research and encourage the CIPA compliant implementation of online, media rich resources and social networking tools (i.e.- Facebook, YouTube, etc.) for teachers and students to provide relevant, 21st Century learning experiences (Target Group: All)	Administrator for Organizational Development, Director of Technology	8/14-8/15	(F)Grant - Federal, (S)Local Funds	Summative - Increase usage of identified resources
4. Identify a potential learning space on campus to model strategies to effectively infuse technology into the curriculum leading towards having a learning space similar to the Development Center for Innovative Teaching and Learning. (Title I SW: 1,2,3,4) (Target Group: All) (NCLB: 3,4)	Action Idea Lead, Administrator for Organizational Development, Instructional Technologist	12/2014 - 8/2015	(F)Title IID Technology, (S)Local Funds, (S)State Compensatory	Summative - The Development Center for Innovative teaching and Learning will be open to all district staff.
5. Develop an identified Instructional Technology Support Team whose purpose is to focus on the training of teachers on how to incorporate technology into the curriculum and make appropriate staffing recommendations, as needed. (Title I SW: 2,3,4,9) (Target Group: All) (NCLB: 1,2,3)	Action Idea Lead, Campus Technician, Content Area Specialist(s), Coordinator for Library Services, Design Team Leader, Director of Technology, Instructional Facilitators, Instructional Technologist	12/2014 - 8/2015	(S)Appointed Staff	Summative - Identified personnel will be selected to comprise each campus' technology support team.

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 6. Infuse technology into the curriculum to enhance classroom instruction and learning for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue developing Digital Citizenship lessons through the Library Media Specialist and Digital Classroom teachers to share with students and staff (Title I SW: 1) (Target Group: All) (NCLB: 4)	Administrator for Organizational Development, Coordinator for Library Services	8/14-8/15	(S)Local Funds - \$7,500	Summative - Delivery of quarterly lessons
2. Expand the number of digital classrooms on campus. (Target Group: All)	Administrator for Organizational Development, Instructional Technologist	9/14-5/15	(L)Local	Summative - Accountability statistics, monthly meetings, participant surveys, and student test results
3. Explore a Responsible Use Policy and make recommendations for appropriate updates to support current trends (Title I SW: 1,2) (Target Group: All) (NCLB: 4)	Administrator for Organizational Development, Chief Academic Officer, Director of Communication and KHGN, Director of Technology	8/14-8/15	(L)Local	Summative - Research Report on Responsible use Policy
4. Monitor the implementation for district Bring Your Own Device Program (Target Group: All)	Administrator for Organizational Development, Director of Technology	8/14-8/15	(S)Appointed Staff	Summative - Increase number of devices for students
5. Transparently integrate Technology Applications TEKS throughout the district's curriculum at each grade level, focusing on developing the 21st Century learning skills of information, media, and ICT literacy (Target Group: All)	Administrator for Organizational Development, Director of Technology	8/14-8/15	(F)Federal Perkins Funding, (S)Local Funds	Summative - % of students mastering Technology Applications TEKS
6. Promote anywhere/anytime access for students to web-based instructional resources by implementing resources such as Learning Management Systems (i.e. - Project Share, Edmodo, etc.) and other cloud-based internet tools (i.e. - Microsoft Office365 system for email, online data storage, etc.) (Target Group: All)	Director of Technology, Instructional Technologist	8/14-8/15	(F)Grant - Federal, (S)Local Funds	Summative - Increase # of students participating

Jefferson Elementary

Goal 3. We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

Objective 6. Infuse technology into the curriculum to enhance classroom instruction and learning for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Marketing throughout the campus community to showcase what the ILC's have to offer and market to the various feeder patterns. (Target Group: All) (NCLB: 3)	Coordinator for After School Programs, Coordinator for Library Services, Director of Communication and KHGN, Librarian	12/2014-5-2015	(F)Title I, (F)Title IID Technology, (S)Appointed Staff, (S)Local Funds, (S)State Compensatory	Summative - Marketing brochure/information sheets on ILC hours and additional resources.

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 1. Implement a single district-wide assessment at each grade level, pre-k through second grade.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement an early literacy plan to address Pre-K-2nd programs and needs (Target Group: ESL)	Administrator for Elementary Education, Chief Academic Officer, Early Childhood Specialist, Principal	8/14-5/15	(S)Local Funds	Summative - Executive summary with a plan
2. The campus will implement proper testing for PK-2nd grade students to support the 2/5/8 Early Literacy district initiative. (Title I SW: 1,2,9) (Target Group: PRE K, K, 1st, 2nd) (NCLB: 1,2,5)	Administrator for Elementary Education, Chief Academic Officer, Early Childhood Specialist, Principal, Teacher(s)	8/14-8/15	(F)Grant - Federal	Summative - Data analysis of OWLS, CPALLS, TPRI/Tejas Lee
3. Research will be conducted to identify a single assessment that will meet the needs of elementary students at every grade level in order to provide interventions to close gaps starting at pre-kinder. (Title I SW: 2,7,9) (Target Group: PRE K, K, 1st, 2nd) (NCLB: 1,2,5)	Action Idea Lead, Administrator for Elementary Education, Early Childhood Specialist	8/14 -8/15	(S)Local Funds, (S)State Compensatory	Summative - The new assessment instrument will be implemented in the 2015-2016 school year.

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 2. Transform the pre-kindergarten program into a purposeful, enriched learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support the implementation and the monitoring of the OWLS Curriculum (ELAR) (Target Group: ESL)	Administrator for Elementary Education, Chief Academic Officer, Content Area Specialist(s), Early Childhood Specialist	8/14-8/15	(S)Local Funds	Summative - C-PALLS, Readiness Test
2. Pre-k students will participate in a district-wide Family Early Literacy Night for students and families to promote the importance of early literacy. (Title I SW: 2,6,7) (Target Group: PRE K) (NCLB: 1,2,5)	Coordinator for Library Services, Director of Parental Involvement, Early Childhood Specialist	08/2015 - 11/2015	(F)Parental Involvement, (O)Outside Community Resources, (S)Local Funds, (S)State Compensatory	Summative - Attendance numbers will be evaluated.
3. Administrators from throughout the district will read to identified students twice a month to promote early childhood literacy. (Title I SW: 1,2,9) (Target Group: 2nd) (NCLB: 1,2)	Administrator for Elementary Education, Administrator for Organizational Development, Administrator for Secondary Education, Superintendent(s)	10/2015 - 5/2015	(S)Local Funds	Formative - identified students will increase reading performance from previous year.
4. Pre-kindergarten students will focus on letter naming fluency and be able to readily identify 20 Uppercase and 20 Lowercase letters. (Title I SW: 2,7,9) (Target Group: PRE K) (NCLB: 1,2)	Chief Academic Officer, Early Childhood Specialist, Instructional Facilitators, Principal, Teacher(s)	9/2015 - 5/2015	(L)Local	Summative - C-PALLS results will be used to analyze progress by students.
5. Kinder, 1st, and 2nd grade students will focus on ensuring success with the non-negotiable word lists. Kinder will learn 25 words, 1st grade- 100 words; 2nd grade - 300 words. (Title I SW: 1,2,9) (Target Group: K, 1st, 2nd) (NCLB: 1,2)	Chief Academic Officer, Early Childhood Specialist, Instructional Facilitators, Principal, Teacher(s)	10/2015 - 5/2015	(L)Local	Summative - 100% of kinder, 1st, and 2nd grade students will be fluent in the non-negotiable word lists.
6. 1st grade students will participate in a Read Across Texas initiative to provide students hands-on experiences of places in their home state. (Title I SW: 1,2,9) (Target Group: 1st) (NCLB: 1,2)	Coordinator for Library Services, Early Childhood Specialist, Principal, Teacher(s)	March 2015	(F)Title I, (S)Local Funds, (S)State Compensatory	Formative - 100% of 1st grade students will participate.
7. Kindergarten students will participate in an experiential activity during the Week of the Child where they will receive hands on experiences learning about their home state. (Title I SW: 1) (Target Group: K) (NCLB: 1,2)	Chief Academic Officer, Coordinator for Library Services, Early Childhood Specialist, Principal	4/2015	(F)Grant - Federal, (F)Title I, (L)Local	Formative - 100% of kindergarten students will participate.

Jefferson Elementary

- Goal 4.** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.
- Objective 2.** Transform the pre-kindergarten program into a purposeful, enriched learning environment for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Enhance all pre-kindergarten classrooms according to district guidelines on appropriate learning environments for students as seen within district demonstration sites. (Title I SW: 1,2,10) (Target Group: PRE K) (NCLB: 1,2)	Early Childhood Specialist, Instructional Facilitators, Principal	1/2015- 6/2015	(F)Title I, (S)State Compensatory	Formative - 50% of Pre- Kindergarten classrooms will be fully equipped with district guidelines.

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 3. Implement a systematic approach to develop and utilize an electronic individualized portfolio.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 4. Define and assign roles of professional staff to being grade appropriate focus to college and career readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue transformation of school libraries into Information Literacy Centers (Target Group: All)	Coordinator for Library Services	8/14-5/15	(L)Local	Summative - Accountability statistics

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 5. Align activities at all levels that promote college and career readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that all counselors have an understanding of the graduation programs and credits system that will impact our students in the future. (Title I SW: 1) (Target Group: All) (NCLB: 5)	Counselor(s), CTE Counselors , Director of Guidance & Counseling	8/14-8/15	(S)Appointed Staff, (S)Local Funds - \$800	Summative - Graduation Rate
2. Coordinate field trip opportunities for higher education awareness with agencies throughout the community (Title I SW: 1) (Target Group: All) (NCLB: 5)	Counselor(s), Director of Advanced Academic Services, Director of Parental Involvement, Principal, Teacher(s)	8/14-8/15	(F)Title I - \$800, (S)Appointed Staff	Summative - Participants, Sign-In Sheets
3. Support and coordinate the required GT training for new teachers (Target Group: All)	Director of Advanced Academic Services, Instructional Facilitators	8/14-8/15	(S)Local Funds	Summative - Attendance at workshops and training certificates
4. Established expectations and protocols for career and post-secondary exploration activities at the elementary level that will be developed and implemented in the following year. (Career Day, College Awareness Day) (Title I SW: 1,2,9,10) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 1,2,5)	Administrator for Elementary Education, Chief Academic Officer, Counselor(s), Curriculum & Instruction Dept.	6/2015	(L)Local, (S)Appointed Staff	Summative - Expectations and Protocols will be shared with campus administration.
5. Provide opportunities to academic and other competitions for students at the elementary level by expanding the Competitive Edge program (U.I.L) (Title I SW: 2,10) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 1,2,4)	Administrator for Elementary Education, Campus Staff, Chief Financial Officer, Director of Advanced Academic Services, Principal	12/2014	(S)Local Funds	Summative - 10% increase in student participation in Competitive Edge activities.

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 6. Expand opportunities for after school and summer enrichment activities aligned with the curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A second grade swimming program will be available for all second grade students during the summer months. (Title I SW: 2,7,10) (Target Group: 2nd) (NCLB: 4)	Athletic Director, P.E./Wellness Coordinator	1/2015 - 8/2015	(S)Local Funds	Summative - A comprehensive plan for the swimming program will be developed.
2. Provide Homework Corner after school programs for elementary students. (Target Group: All) (NCLB: 4)	Director of Federal Programs, Principal, Teacher for After School Programs	08/14 - 08/15	(F)Title I, (L)Local	Summative - Attendance records, campus logs of activities
3. Provide instructional extended day and extended week programs for students in need of additional assistance. (Title I SW: 9,10) (Target Group: All, AtRisk) (NCLB: 4,5)	Director of Federal Programs, Principal, Teacher for After School Programs	08/14 - 08/15	(F)Title I, (S)State Compensatory	Summative - Monthly attendance records.
4. A books2go program will be offered on site during the month of June to provide students an opportunity to check out library books. (Title I SW: 2,9,10) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 1,2)	Coordinator for Library Services, Librarian	6/2015	(L)Harlingen Chamber of Commerce, (L)Local, (S)Local Funds, (S)State Compensatory	Summative - Increased participation will be seen.

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 7. The District and all campuses will meet or exceed the state accountability standards in all subjects and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement math and reading programs provided through Texas Success Initiative to support student academic achievement (I-STATION and Think Through Math) (Target Group: All)	Chief Academic Officer, Curriculum & Instruction Dept., District Coordinator for School Improvement, District Leadership Team, Instructional Facilitators, Principal	8/14-8/15	(L)Local	Summative - Reports generated through the program, Comparisons to state assessment results
2. Enhance and support PLC's as a system of support to improve student achievement. (Title I SW: 2,5,9) (Target Group: All) (NCLB: 1,4)	Administrator for Organizational Development, Chief Academic Officer, Curriculum & Instruction Dept., District Coordinator for School Improvement, District Leadership Team, Intervention Specialists, Principal	8/14 - 8/15	(F)Grant - Federal, (S)Appointed Staff	Summative - Formative - Quarterly results
3. Use the District created K-8 frame work to maintain and support an aligned curricula. (Target Group: All)	Administrator for Organizational Development, Chief Academic Officer, Content Area Specialist(s), Instructional Facilitators, Intervention Specialists	8/14-8/15	(F)Grant - Federal - \$130,000	Summative - District Curriculum Assesments
4. Provide teachers updated information regarding Performance Based Measurement Analysis system, state accountability, and federal accountability through in-service sessions held during the district's Extravaganza Day (Target Group: All)	Director of Accountability & Assessment	8/14-8/15	(S)Appointed Staff	Summative - Sign in sheets
5. Monitor the district website that provides information related to state mandated testing, accountability standards for AYP, PBMAS, state accountability, and graduation requirements (Target Group: All)	Director of Accountability & Assessment	8/14-8/15	(S)Appointed Staff	Summative - Website Statistics
6. Provide a systemic reading program district wide to assist student development with the goal of helping all students to read at or above grade level (Target Group: All)	Chief Academic Officer, Curriculum & Instruction Dept., Instructional Facilitators, Principal	8/14-8/15	(F)Title I - \$100,000, (L)Local - \$150,000	Summative - Reports generated through the program, including Fast ForWord, Comparisons to state assessment results

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 7. The District and all campuses will meet or exceed the state accountability standards in all subjects and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide a balanced assessment program including the implementation and evaluation of a District Curriculum Assessment (DCA). Jefferson will utilize approved district testing calendar. (Title I SW: 8,9) (Target Group: All) (NCLB: 4)	Chief Academic Officer, Curriculum & Instruction Dept., Instructional Facilitators	Quarterly	(F)Title I	Summative - Quarterly results
8. Provide and maintain supporting curriculum documents (Title I SW: 9) (Target Group: All) (NCLB: 1,4)	Chief Academic Officer, Content Area Specialist(s), Instructional Facilitators, Principal	8/14 - 8/15	(F)Title I	Summative - Quarterly results
9. Provide information to be distributed to parents during PTA meetings regarding state mandated testing, graduation requirements, and standards for state and federal accountability (Target Group: All)	Director of Accountability & Assessment, Director of Guidance & Counseling	8/14-8/15	(S)Appointed Staff	Summative - Sign In Sheets
10. Inform parents and community through campus websites and KHGN of graduation requirements, state mandated testing, and standard for state and federal accountability (Target Group: All)	Director of Accountability & Assessment	8/14-8/15	(S)Appointed Staff	Summative - Statistics on hand outs, media campaign
11. Provide training on the utilization of STEMscopes as an aligned and differentiated science resource for grades K-8 (Science) and Edusmart program. (Title I SW: 9) (Target Group: All) (NCLB: 1,5)	Chief Academic Officer, Content Area Specialist(s)	8/14-8/15	(F)Title I, (L)Local	Summative - Sign in sheets; analysis of assessment data

Jefferson Elementary

- Goal 4.** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.
- Objective 8.** All subpopulations (Special Education, Bilingual/ESL, NCLB, CTE) will increase performance by 10% in all subject areas and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide informational meetings with campus leaders (team leaders, department chairs, facilitators) on interventions for special education students to increase academic achievement. Jefferson's facilitator will disseminate all information from district to staff. (Target Group: SPED)	Director of Special Education, Instructional Intervention Specialist	Quarterly	(S)Appointed Staff	Summative - Agendas, sign-in sheets, DMAC data
2. Monitor and support the implementation of differentiated instruction in grades PK-12 for students in all special programs (Target Group: SPED)	Director of Special Education, Instructional Intervention Specialist, Principal	Quarterly	(S)Appointed Staff	Summative - DMAC data, classroom observations, lesson plans, student assessments
3. Develop and monitor Intensive Programs of Instruction (IPI) interventions for Special Education students to increase academic achievement. (Title I SW: 1,9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education	8/14-8/15	(S)Appointed Staff	Summative - Data analysis from Sp. Ed. Manager
4. Continue to actively screen and monitor students for homeless education program (McKinney-Vento Act) and foster eligibility (Title I SW: 9) (Target Group: All) (NCLB: 4,5)	Campus Homeless Liaison, Counselor(s), Director of Federal Programs, Director of Parental Involvement, Intake Center Personnel, Principal	8/14-8/15	(F)Grant - Federal - \$17,000	Summative - Documentation of 100% identified homeless students and foster students. Homeless Registration Questionnaire.
5. Designate and train a campus liaison in the identification and eligibility of students experiencing homelessness and foster students (Title I SW: 9,10) (Target Group: All) (NCLB: 4,5)	Director of Federal Programs, Director of Parental Involvement	8/14-8/15	(F)Title I - \$500	Summative - Lists of campus liaisons will be provided to all campuses, agendas and sign-in sheet
6. Utilize the district's Structured Learning Center for students with severe emotional deficits. (Target Group: SPED)	Behavior Specialist, Director of Special Education, Principal	8/14-8/15	(F)Grant - Federal	Summative - Structured learning center data
7. Phase 1 of transformation of special education instructional environment. (Target Group: SPED)	Instructional Intervention Specialist, Principal	8/14-8/15	(F)Grant - Federal	Summative - Data collected from each classroom on the matrix

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 8. All subpopulations (Special Education, Bilingual/ESL, NCLB, CTE) will increase performance by 10% in all subject areas and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Provide 100% of eligible migrant students opportunities to participate in enrichment programs and activities including college experiences, field trips leadership conferences, motivational speakers, retreats, workshops and summer programs (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Director of Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant - \$165,300	Summative - Attendance records, recruitment logs, sign in sheets, counselor logs, student reports and surveys, documentation of parent meetings
9. Provide 100% of identified migrant students with appropriate supplemental educational services (Target Group: Migrant) (NCLB: 5)	Coordinator for Federal Programs, Director of Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant - \$57,250	Summative - Constant review of PFS Reports, Service Delivery Plan, and Counselor activity logs
10. Serve 100% of eligible 3 and 4 year old migrant children with the A Bright Beginning early childhood program (Target Group: Migrant) (NCLB: 1,2,3,5)	Coordinator for Federal Programs, Director of Federal Programs	8/14-8/15	(F)Title 1 C - Migrant - \$83,150	Summative - A Bright Beginning logs and schedules
11. Provide grade appropriate school supplies to 100% of migrant students (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Counselor(s), Director of Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant - \$83,150	Summative - Recruiter supply logs and counselor activity logs. Coordination of school supply lists and program compliance in purchasing of items.
12. Provide migrant students identified as "priority for services" with appropriate supplemental services (Target Group: Migrant) (NCLB: 1,2,5)	Coordinator for Federal Programs, Counselor(s), Director of Federal Programs, Migrant Counselors, Principal	8/14-8/15	(F)Title 1 C - Migrant - \$233,500	Summative - Documentation of services provided in coordination with migrant counselors, student, and campus, PFS Reports
13. Continued implementation of an extended day program for late arrival and early withdrawal students (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Director of Federal Programs, Migrant Counselors, Principal	8/14-8/15	(F)Title 1 C - Migrant - \$18,550	Summative - Documentation of implemented migrant extended day programs
14. Provide migrant students with grade appropriate supplemental technology equipment for participation in innovative learning strategies. (Target Group: Migrant) (NCLB: 1,2,5)	Coordinator for Federal Programs, Director of Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant	Summative - Student Logs PFS Action Plan

Jefferson Elementary

- Goal 4.** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.
- Objective 8.** All subpopulations (Special Education, Bilingual/ESL, NCLB, CTE) will increase performance by 10% in all subject areas and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Reduce the assignment of students to on and off campus alternative disciplinary settings by providing training on the Response to Intervention Behavioral Design (focus on Tier I, II and III) to all campuses (Target Group: All)	Behavior Specialist, Director of Special Education, Dyslexia/RTI/504 Specialist, Principal	Quarterly	(F)Grant - Federal - \$235,000	Summative - Sign In sheets for trainings and agendas; decrease in number of students placed in District Alternative Ed.
16. Implement the Transitional Bilingual/Early Exit Model with fidelity for all NON-Dual elementary ELL students through staff development for all campus administrators and staff. (Target Group: ESL, LEP)	Assistant Principal(s), Chief Academic Officer, Director of Special Programs/Multi-Language, Principal, Teachers - Bilingual	09/14-08/15	(F)Title III Bilingual / ESL	Summative - Student progress reports, grading reports, benchmarks, TPRI/Tejas Lee Scores, TELPAS scores, STAAR scores
17. Continued implementation of recruitment and identification plan for migrant students (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Counselor(s), Director of Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant - \$291,000	Summative - Map out areas targeted in the Community. Review strategies used for canvassing. Finalized plan submitted to Region One.
18. Provide additional support and information for HCISD's migrant parents through the implementation of a Parent Advisory Council (PAC) (Target Group: Migrant) (NCLB: 5)	Coordinator for Federal Programs, Migrant Counselors	8/14-8/15	(F)Title 1 C - Migrant	Summative - Sign-in sheets, Agendas, Surveys
19. Provide parents with monthly monitoring of migrant student achievement through PFS action plan reporting (Target Group: Migrant) (NCLB: 5)	Coordinator for Federal Programs, Migrant Counselors, Principal	8/14-8/15	(F)Grant - Federal	Summative - Parent Signatures and Counselor Logs, Priority for Service Action Plan
20. Develop and distribute a monthly newsletter to parents of students identified with dyslexia. (Target Group: Section 504, Dyslexia) (Title I SW: 6,9) (Target Group: Dys, 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	1/15-5/15	(S)Appointed Staff	Formative - Parent feedback & number of parents accessing newsletter electronically on website

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 8. All subpopulations (Special Education, Bilingual/ESL, NCLB, CTE) will increase performance by 10% in all subject areas and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
21. Provide informational meetings with campus leaders (Principals, Assistant Principals, Associate Principals, Instructional Facilitators) to support English Language Learners on individual campuses. (Target Group: ELL/LEP) (Target Group: ESL, LEP)	Chief Academic Officer, Director of Special Programs/Multi-Language, Principal	08/14-08/15	(F)Title III Bilingual / ESL	Summative - Agendas, Sign-In Sheets
22. Provide annual training to all designated campus Section 504 coordinators regarding current 504 regulations and local district procedures. (Target Group: Section 504) (Title I SW: 4,9) (Target Group: Dys, 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	8/14-8/15	(S)Appointed Staff	Summative - Sign-in sheets for training and agenda
23. Annually monitor active Section 504 folders to ensure compliance with required Section 504 procedural documents. (Target Group: Section 504) (Title I SW: 9) (Target Group: Dys, 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	8/14-8/15	(S)Appointed Staff	Summative - Checklist of required Section 504 documents
24. Distribute a district-developed informational brochure to all teachers and parents regarding Section 504 identification. (Title I SW: 9) (Target Group: 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	1/15-8/15	(S)Appointed Staff	Summative - Number of brochures distributed to campuses and parents
25. Develop a process for improving the campus-to-campus transition of Rtl information for all students. (Title I SW: 9,10) (Target Group: All) (NCLB: 1)	Dyslexia/RTI/504 Specialist	2/15-5/15	(S)Appointed Staff	Summative - Meetings with core elementary and middle school Rtl teams; Sign-in sheets; Agendas
26. Review most recent district Rtl handbook and identify areas that need to be updated. (Title I SW: 9) (Target Group: All) (NCLB: 1)	Dyslexia/RTI/504 Specialist	2/15-8/15	(S)Appointed Staff	Summative - Meetings with core Rtl elementary and middle school team members; sign-in sheets; agendas
27. Annual LPAC Folder discovery tour audits will be conducted at all campuses to ensure proper documentation is in place for all English Language Learners academic success. (Target Group: ESL, LEP)	Assistant Principal(s), Director of Special Programs/Multi-Language, Principal, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL, (L)Local	Summative - LPAC Folder Discovery Tour Audit Report Campus Level District Level

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 8. All subpopulations (Special Education, Bilingual/ESL, NCLB, CTE) will increase performance by 10% in all subject areas and grade levels.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
28. Utilize and comply with district Section 504 administrative guidelines. (Title I SW: 4,10) (Target Group: Dys, 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	8/14-8/15	(S)Appointed Staff	Summative - 2014-2015 HCISD Section 504 Administrative Guidelines
29. Develop a written district plan outlining dyslexia characteristics, identification, and instruction. Local district procedures for formal dyslexia assessments included. (Title I SW: 4) (Target Group: Dys) (NCLB: 1)	Dyslexia/RTI/504 Specialist	11/14-8/15	(S)Appointed Staff	Summative - 2014-2015 district dyslexia plan
30. Update and monitor ELL/LEP Intervention Forms for differentiated instruction in grades K-12 for students in Bilingual/ESL programs. (Target Group: ESL, LEP)	Bilingual Administrators, Bilingual Teachers, Director of Special Programs/Multi-Language, ESL Administrators, ESL Teachers, Principal, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL, (L)Local	Summative - ELL/LEP Intervention Plans
31. Explore different research-based options for dyslexia instruction. (Target Group: Dyslexia) (Title I SW: 3) (Target Group: Dys) (NCLB: 1)	Dyslexia/RTI/504 Specialist	1/15-8/15	(S)Appointed Staff	Summative - Information/data collected from different programs of instruction for dyslexia
32. Provide informational sessions to parents of students identified with dyslexia. (Title I SW: 6) (Target Group: Dys) (NCLB: 1)	Dyslexia/RTI/504 Specialist	1/15-5/15	(S)Appointed Staff	Summative - Sign-in sheets; presentation materials
33. Facilitate transitional meetings by feeder pattern to ensure the appropriate transition of Bilingual and ESL support services from elementary to middle school and middle school to high school for English Language Learners. (Target Group: LEP)	Bilingual Administrators, Director of Special Programs/Multi-Language, ESL Administrators, Principal, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL, (L)Local	Summative - Agendas, Sign-in Sheets

Jefferson Elementary

Goal 4. We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

Objective 9. To improve district attendance rate from 95.9% to 96.5% for the 2015 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Quarterly/weekly attendance incentives will be awarded to students and classrooms who meet the attendance criteria.	Assistant Principal(s), Counselor(s), Principal	8/14-5/15	(L)Local, (S)Appointed Staff	Summative - Daily Attendance Goal 98%

Jefferson Elementary

Goal 5. We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

Objective 1. Spark partnerships by providing information to and training for our community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide parents the opportunity to participate in a staff development day for parents (Title I SW: 1) (Target Group: All) (NCLB: 5)	Director of Parental Involvement	Fall 2014	(F)Title I - \$6,000, (S)Local Funds	Summative - Community Donations - Participants, Sign-In Sheets, Evaluations per Sessions
2. Nurture the relationship built between HCISD and Harlingen PTA City Council (Title I SW: 1) (Target Group: All) (NCLB: 5)	PTA, Superintendent(s)	8/14-8/15	(S)Appointed Staff	Summative - Sign in sheets for City Council PTA Meetings
3. Provide training opportunities for parents that will include parent strategies that will benefit the families. Instructional Facilitator will provide an Early Literacy Session at the beginning of the year, during Spring Round-Up and as needed throughout the school year. (Title I SW: 6) (Target Group: All) (NCLB: 5)	Director of Parental Involvement, Instructional Facilitators	8/14-8/15	(F)Grant - Federal, (F)Title I, (S)Local Funds, (S)State Compensatory	Summative - Participation in activities and sign in sheets for activities
4. Provide an additional support for HCISD students and families through active participation through the campus-based Parent Centers (Title I SW: 1) (Target Group: All) (NCLB: 5)	Director of Parental Involvement, Parental Involvement	8/14-8/15	(F)Title I - \$78,000, (S)Appointed Staff	Summative - Participation, Sign-In Sheets, Student Success
5. Ensure that parents are informed and familiar with Parent Access Center for monitoring of student grades and attendance. Parents with limited internet access, will be provided information through parent/teacher conferences, and SSI/grade placement meetings (Target Group: All)	Assistant Principal(s), Counselor(s), Director of Accountability & Assessment, Director of Parental Involvement, Instructional Facilitators, Instructional Staff, Parent Liason, Principal	8/14-8/15	(F)Title I, (S)Local Funds	Summative - Participation, Number of parents utilizing the Parent Access Center
6. Community outside agencies that have volunteered will be made to present to campus staff. (Title I SW: 6) (Target Group: All, PRE K, K, 9th, 10th, 11th, 12th, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th, 8th) (NCLB: 5)	Director of Parental Involvement, Parent Liason, Principal	2014-2015 school year	(F)Parental Involvement, (F)Title I, (O)Outside Community Resources, (S)Local Funds, (S)State Compensatory	Summative - agendas, sign sheets
7. Ensure staff and parents via SBDM/PTA are involved in the planning and review of the Jefferson Elementary improvement plan.	Assistant Principal(s), Instructional Facilitators, Parent Liason, Parent Volunteers, Principal, PTA	Spring 2015	(L)Local	Summative - Agenda, minutes and sign in sheet

Jefferson Elementary

- Goal 5.** We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.
- Objective 2.** Connect the community and the district with innovative approaches to addressing the educational needs of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Expand partnership between the Harlingen Public Library and HCISD in order to provide opportunities for our students to have access to additional information and resources	Content Area Specialist(s), Coordinator for Library Services	8/14-8/15	(S)Appointed Staff	Summative - HCISD website updated to include HPL resources
2. Provide activities for parents to encourage parental involvement in our schools 1 Family Literacy picnic per semester (Title I SW: 6) (Target Group: All) (NCLB: 4,5)	Counselor(s), Director of Parental Involvement, Parent Liason, Parent Volunteers, Principal, PTA	8/14-8/15	(F)Parental Involvement, (F)Title I, (S)Local Funds, (S)State Compensatory	Summative - Sign-in sheets for parental involvement activities
3. Strengthen the partnership between the Regional Academic Health Center (RAHC) and HCISD Library Media Specialists in order to facilitate a vertical K-16 alignment for library services (Title I SW: 4) (Target Group: All) (NCLB: 4)	Coordinator for Library Services	8/14-8/15	(S)Appointed Staff	Summative - HCISD website updated to include RAHC resources
4. Develop campus and community partnerships; including the Epilepsy Foundation, Poison Control, Dentists Who Care, UT Borderhealth, Cameron County and Texas Department of State Health Services, Texas Wildlife Organization, RGV Focus, Region One, Tropical Texas and Buckner Children Services. (Target Group: All)	Content Area Specialist(s), Director of Guidance & Counseling, Nursing Department	8/14-8/15	(S)Appointed Staff	Summative - Participation in community events
5. Expand partnership between the Harlingen Public Library and HCISD in order to provide opportunities for our students to have access to additional information and resources (Target Group: All)	Content Area Specialist(s), Coordinator for Library Services	8/14-8/15	(S)Appointed Staff	Summative - HCISD website updated to include HPL resources
6. Compile data on specific use of technology modes based on a survey to parents to gain insight on technology needs of our students. (Target Group: All) (NCLB: 1,2)	Action Idea Lead, Director of Parental Involvement, Director of Technology	11/2014 - 5/2015	(L)Local	Summative - data from survey will be presented to design team to guide work on the development of innovative approaches for instruction.

Jefferson Elementary

Goal 5. We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

Objective 2. Connect the community and the district with innovative approaches to addressing the educational needs of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. By the end of March 2015, 80% of our parental involvement volunteers (Parent Centers) will be enrolled at the Harlingen CISD Parent Access Center. (Title I SW: 6) (Target Group: PRE K, K, 9th, 10th, 11th, 12th, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th , 8th) (NCLB: 5)	Parent Liason	March 2015	(S)Appointed Staff	Summative - By March 2015, Parent Center volunteers will have access to HCISD Parent Access Center.
8. Test Taking presentations will be made available for parents of Harlingen CISD. (Target Group: PRE K, K, 9th, 10th, 11th, 12th, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th , 8th, 504) (NCLB: 5)	Director of Parental Involvement, Parent Liason, Parental Involvement	2014-2015 school year	(F)Parental Involvement, (F)Title I, (S)State Compensatory	Sign Sheets
9. Develop a partnership with local universities to recruit highly effective teachers. (Target Group: LEP)	Chief Academic Officer, Director of Special Programs/Multi-Language	08/14-08/15	(F)Title III Bilingual / ESL, (L)Local	Summative - Student Teachers placed in Bilingual Classrooms

Jefferson Elementary

Goal 5. We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

Objective 3. Saturate the community where it naturally exists with a Harlingen CISD presence to create a committed partnership.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Promote Campus Websites to parents allowing linkage to resources (Target Group: All)	Director of Parental Involvement, Parent Liason	8/14-8/15	(F)Title I, (S)Local Funds	Summative - Participation, Number of parents utilizing the Campus Websites
2. Promote Special Programs/Multi-Language Department resources through website and teacher collaboration through social media. (Target Group: LEP)	Director of Special Programs/Multi-Language, Special Programs/Multi-Language Specialists	08/14-08/15	(F)Title III Bilingual / ESL, (L)Grant - Local	Summative - District webpage Facebook One-Drive Instagram Pinterest

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2014/2015 school year.)

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

Jefferson Elementary Site Base

Name	Position
Arguelles, Mirelia	5th Grade Teacher
Buchanan, Monica	Parent
Cavazos, Melissa	4th Grade Teacher
Cepeda, Grecia	3rd Grade Teacher
Davis, Dalinda	1st Grade Teacher
Estrada, Blanca	PK Teacher
Gracia, Yolanda	Facilitator
Lara, Alejandra	Principal
Martinez, Cynthia	Paraprofessional
Morales, Diana	Critical Skills Teacher
Quinones, Stephanie	2nd Grade Teacher
Ruiz, Amalia	Parent
Salas, Antonia	Assistant Principal

JEFFERSON ELEMENTARY

Campus Improvement Plan

2014-2015



"The Best School in the State of Texas"