

# **West Orange Cove Independent School District**

## **District Improvement Plan**

### **2016-2017**

**Accountability Rating: Met Standard**



# Mission Statement

In partnership with our community, our mission is to transform lives through an exceptional educational experience.

## Vision

*Empowering Lives through Excellence Every Day!*

## District Goals

District Goal 1:

Student Goals: West Orange-Cove CISD believes that student success is measured in many ways. Student learning will be measured and reported in a variety of methods, including traditional state required tests and student participation in multiple disciplines, such as A.P. and dual credit courses, fine arts and athletics. Student produced products, including career and tech projects will be encouraged and evaluated. Academic planning will be based on all relevant data, and instruction and course rigor will be adjusted accordingly.

District Goal 2:

WOCCISD will afford every student the opportunity to graduate college and/or career ready, through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages student attendance, the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building and strong work ethic.

District Goal 3:

Operations Goal – Fiscal Goal: WOCCISD will be good stewards of the taxpayer’s funds. The District will adopt a balanced budget that ensures academic performance, safety and security, and addresses the District’s Strategic Plan, Goals, and Priorities.

#### District Goal 4:

District facilities will be maintained in a manner that extends the functional life of all buildings and equipment. Maintenance schedules will be developed and followed. Staff will be trained in all areas of care and upkeep. The grounds and buildings will be clean and safe.

#### District Goal 5:

Board/Staff/Community Relations: WOCCISD believes in positive, accurate, and open communications throughout the district. Communications between the school and community are a priority. Local media, District Websites, parent portal, and other appropriate avenues are utilized. Broader coverage of all aspects of school business is also encouraged. Every effort will be made to ensure that information disseminated by the district will be consistent, accurate, and timely at the campus and the district level.

#### District Goal 6:

Leadership Goal: WOCCISD believes in improvement that is intentional, systemic, and enduring. Recruitment, retention, and evaluation of a highly qualified, driven staff that puts the needs of students first is our priority. Academic achievement is stressed above all else. Teamwork is encouraged at the district and campus levels. Effective professional development is implemented with teacher input and evaluated for effectiveness by staff, administration, and student success.

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Area 1: Student Achievement

- Close student achievement gaps in all core subjects
- Increase student achievement abilities in literacy to on or above grade level for all students
- Strengthen strategies districtwide for supporting students in achievement and advancement in math
- Meet or exceed state average on STAAR performance in all core subjects
- Increase student success on first-attempt of STAAR assessments
- Increase student Level III Performance on STAAR assessment
- Increase success for students in special education on STAAR assessment
- Increase level of Language Proficiency of English Language Learners (ELL)
- Increase student performance on Texas Success Initiative (TSI), Scholastic Aptitude Test (SAT), & ACT

### AREA 2: Staff Quality, Retention, and Recruitment

- Recruit, train, and support staff at all levels
- Offer competitive pay and salary schedule for all staff positions
- Build the capacity of ESL certified teachers to support students in increasing proficiency levels
- Ensure staff is equipped to prepare students for post-secondary readiness
- Continuous quality staff development opportunities
- Increase efficiency in processing and on-boarding of incoming staff

### Area 3: Family & Community Involvement

- Create welcoming environments throughout the district and campuses
- Create supportive relationships with family and community as an integral part of the educational process
- Strengthen communication to families in regard to student expectations, student achievements, and our district's educational goals
- Strengthen relationships with businesses to create opportunities for students
- Increase avenues for parent input and feedback
- Strengthen home-school connection to encourage parental involvement

#### **Area 4: Curriculum & Instruction**

- Strengthen vertical and horizontal alignment processes within district and campus systems to increase rigor
- Increase data-driven decisions and instruction
- Align assessment to provide teachers a blueprint in backward design of instruction
- Strengthen RtI systems to provide students with intervention and support

#### **Area 5: District Context & Organization**

- Strengthen communication at all levels in all departments
- Celebrate success of all
- Strengthen Professional Learning Community Core practices across district and within campuses
- Establish and promote a positive image of our district and campuses

#### **Area 6: Technology**

- Strengthen and support a long term plan for updating and maintaining infrastructure; equipment/software on all campuses.
- Incorporate technology in instruction
- Effective staff use of software and technology equipment
- Secure funding to support technology initiatives
- Continue to develop BYOD in the classroom

#### **Area 7: District Culture and Climate**

- Increase teacher input to help make decisions made in our schools and school district
- Improved school climate that will lead to increased retention rate
- Develop interventions and strategies to increase appropriate behavior

#### **Area 8: Demographics**

- Continue to use interventions and communication to improve attendance rates
- Build on the trends of increased enrollment through communication and through the promotion of a positive district and campus image
- Increase number of students going on to community colleges, universities, and trade schools
- Maximize use of special education staff to meet individualized student needs
- Quickly identify academic level and appropriate interventions and support systems for students new to the district throughout the school year
- Reduce number of at-risk students
- Increase staff capacity for supporting students of poverty

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8

# Goals

## Goal 1: Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.

### District Goal Alignment:


District Goal 1 & District Goal 2

**Performance Objective 1:** Academics: Improve student performance through rigorous instruction and the vertical endorsement program.

**Evaluation Data Source(s) 1:** Improved student performance in all content areas and sub-groups, specifically increase in STAAR/EOC performance outcomes.

### Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Alignment of Rigorous instruction and assessment.</p> <p>Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points &amp; Cycle Assessments; Data Conversations &amp; Reflective Practice Model in Professional Learning Communities.</p>	1, 2, 3, 4, 8, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Teachers	Evidence of rigorous student learning demonstrated in student work. Displayed monthly across campus bulletin boards  Use of Year at a Glance (YAG) and Instructional Focus Documents (IFDs)  Improved student writing - evidence of students continuously experience the full writing process and completing compositions  Use of check-point and assessment data for modifying instruction and determining interventions  Project-based learning opportunities and student products				
Funding Sources: 211 - ESEA Title I, Part A - \$16120.00, 211 - ESEA Title I, Part A - \$12000.00, 211 - ESEA Title I, Part A - \$16505.00, 410 - Instructional Materials Allotment - \$25000.00							

<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Individualized student goal-setting, progress monitoring, intervention, and enrichment.</p>	1, 2, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippett, Dean of Instruction Angela Greer, Dean of Instruction Teachers	Student ownership and charting his/her own progress.  Increased student performance on benchmarks and checkpoints.				
Funding Sources: 211 - ESEA Title I, Part A - \$1035.00, 211 - ESEA Title I, Part A - \$5000.00, 211 - ESEA Title I, Part A - \$16505.00							
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>3) WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.</p>	1, 2, 3, 4, 8, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippett, Dean of Instruction Angela Greer, Dean of Instruction	BOY, MOY, and EOY Assessment Data - STAR & I-STATION  Increased performance on Reading STAAR				
Funding Sources: 211 - ESEA Title I, Part A - \$24000.00, 410 - Instructional Materials Allotment - \$5000.00, 199 - General Fund: SCE - \$70000.00							
							



**Goal 1:** Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.

District Goal Alignment:






District Goal 1 & District Goal 2

**Performance Objective 2:** Academics: Utilize RtI to meet individual student needs.

**Evaluation Data Source(s) 2:** Improved student performance in all content areas and sub-groups, specifically increase in STAR/EOC performance outcomes. Reduction in number of Special Education Referrals

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>                      CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Evaluate existing RtI Processes &amp; Systems; Identify needs for resources &amp; training.</p>	1, 2, 8, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Counselors Teachers	Outcomes from support sessions with Region 5 representative  Establish district and campus goals for individual RtI programs and overall desired outcomes  Identify strategies necessary to meet desired outcomes; monitor and adjust  Campus requests, assessments and tools for Universal Screening and identification of students				

<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Update processes and RtI Manuals</p>	<p>1, 2, 8, 9, 10</p>	<p>Rickie Harris, Superintendent  Silvia E. Martinez, Assistant Superintendent  Glenetta Henley, Principal  Anthony Moten, Principal  Rod Anderson, Principal  Ashton Knox, Dean of Instruction  Jennifer Tippet, Dean of Instruction  Angela Greer, Dean of Instruction  Counselors  Teachers</p>	<p>Edited and updated RtI Manuals</p> <p>Strengthened core components of the RtI program (data-based decision making, collaboration, and problem-analysis)</p> <p>Specific strategies to address Tier 1, Tier 2, and Tier 3 instruction enhanced</p> <p>Reduction in special education referrals</p> <p>Increased student performance and success</p>				
<p><b>State System Safeguard Strategy</b>  <b>Federal System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b>  CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Strengthen intervention, enrichment, and reward systems</p>	<p>1, 2, 8, 9, 10</p>	<p>Rickie Harris, Superintendent  Silvia E. Martinez, Assistant Superintendent  Glenetta Henley, Principal  Anthony Moten, Principal  Rod Anderson, Principal  Ashton Knox, Dean of Instruction  Jennifer Tippet, Dean of Instruction  Angela Greer, Dean of Instruction  Counselors  Teachers</p>	<p>Improvement in student performance on or above grade level</p> <p>Greater response to student needs; adjustments in intensity and nature of interventions based on student outcomes</p> <p>Adjustments in length of time student receives intervention or enrichment; fluid group sizes and adjustment in levels of instruction</p> <p>Overall, increased student performance and success</p>				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 1:** Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.






District Goal Alignment:

District Goal 1 & District Goal 2

**Performance Objective 3:** Special Education: Reorganization of department to establish sound practices and compliance protocols.

**Evaluation Data Source(s) 3:** STAAR testing results, IEP Annual Goals, EOY Passing Rates

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>1) All special education students will receive a campus and district level case manager to oversee implementation of IEPs and to ensure FAPE.</p>		Dr. Nina LeBlanc Ms. Heather Knox	All students' special education documents and requirements will be in compliance with State expectations.				
Funding Sources: 199 - General Fund							
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>2) Create collaborative, data-based IEPs for students.</p>		Student Case Managers Campus Administrators Dr. Nina LeBlanc	Individualized IEPs Collected student data: testing data, work samples, sped evaluations, etc.				
Funding Sources: 224 - IDEA B, SpEd							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>3) Create processes to ensure appropriate identification, programming, and services of special education students.</p>		Dr. Nina LeBlanc Ms. Heather Knox Special Education Staff Campus Principals	Students are provided access to and show growth in the grade level general education curriculum.  Special education state performance results will improve by 5%.				
Funding Sources: 224 - IDEA B, SpEd							
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 1:** Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.

District Goal Alignment:






District Goal 1 & District Goal 2

**Performance Objective 4:** Special Programs: 504/Dyslexia

Reorganization of department to establish sound practices and compliance protocols.

**Evaluation Data Source(s) 4:** STAAR testing results, Student service plans, EOY Passing Rates

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>1) 504 Campus Coordinators will attend monthly district level meetings for implementation support, professional development, and to review student data.</p>		Ms. Heather Knox	All student 504 plans will be up-to-date with documentation of full implementation of 504 plans.				
<p><b>Critical Success Factors</b> CSF 7</p> <p>2) 504 Coordinators and dyslexia teachers will attend professional development based on individual needs to stay abreast of requirements and best practices.</p>		Ms. Heather Knox  Campus Principals	Professional development certificates  504 and dyslexia requirements will be in 100% compliance when audited by the district				
<p style="text-align: center;">  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

## Goal 2: Strategic Goal 2

WOCCISD will upgrade technology throughout the system.

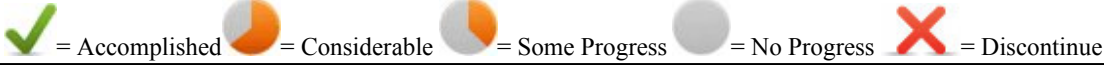
### District Goal Alignment:

District Goal 1 & District Goal 2

### Performance Objective 1: Infrastructure

**Evaluation Data Source(s) 1:** Establishment of current industry/education standards, reduced downtime in systems and labs, increased student time on technology equipment.

### Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 4  1) Migrate remaining free standing servers to fail over virtualization using VM Ware. Update data center with latest storage and disaster recovery technology		Elvis Rushing Aaron Spell	All servers are housed on virtualization servers that are cross link to provide minimum down time and provide greater employee and student access. Servers are backed up on and off site for better data safety and integrity.				
	Funding Sources: 410 - Instructional Materials Allotment, 199 - General Fund: SCE						
<b>Critical Success Factors</b> CSF 1 CSF 4  2) Provide staff and students with high bandwidth to the internet and internal network		Elvis Rushing Aaron Spell James Wickham Campus Administration and Staff	Network links to all devices are of at least 1 Gigabit. Internet bandwidth use stays below district purchased access. Wireless access points use current accepted standards				
	Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment						
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4  3) Provide all staff and students with current technology to increase comprehension, learning and improved data for student learning feedback		Elvis Rushing Aaron Spell James Wickham District and Campus Administration Campus Staff	Staff and students are using technology to increase student engagement through classroom walk through's and increased scores on testing.				
	Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment						
							

**Goal 2: Strategic Goal 2**

WOCCISD will upgrade technology throughout the system.

District Goal Alignment:

District Goal 1 & District Goal 2

**Performance Objective 2: Streamline software/online resources**

**Evaluation Data Source(s) 2:** Decrease in amount of help desk related inquiries due to software issues, increased use of software at campus level, increase use of software shown by reports, decrease amount of spending on software not being utilized

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3</p> <p>1) Work with finance to use specific accounts for software purchases and have those approved through curriculum and technology departments.</p>		Curriculum and Instruction Dr. Silvia Martinez Elvis Rushing Robin Hataway Dr. Wayne Guidry Campus Administration	Yearly purchases are easily identifiable through Skyward account reports.				
	Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment						
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) Develop software learning matrix based on grade, subject and equipment availability. Work with campus instructional staff to identify time constraints and areas that software would be the most beneficial.</p>		District and Campus Curriculum and Instruction Technology Department	Consistent use of software across grade and subject levels. Increase scores on testing.				
	Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment						
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Make available to all staff a list of software by grade and subject and availability. List contact information for issues with software</p>		District and Campus Curriculum and Instruction Technology Department	Consistent use of software across grade and subjects.				
	Funding Sources: 199 - General Fund: SCE						

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

**Goal 2: Strategic Goal 2**

WOCCISD will upgrade technology throughout the system.

District Goal Alignment:

District Goal 1 & District Goal 2






**Performance Objective 3: Training and Support**

**Evaluation Data Source(s) 3:** Decreased amount of help desk related inquiries, increase in subject related area performance on state and local testing, increase of technology use in walk through's and evaluation.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Provide new staff members with learning resources for District critical software systems relating to job roles to on board efficiently and increase staff effectiveness.</p>		District Curriculum and Instruction Technology Department and Campus Administration	Staff are able to adapt to their role in the district in a highly efficient manner. Reduced frustration by staff as monitored through climate surveys.				
Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</p> <p>2) Make available online training software to all staff roles to increase job effectiveness that is available 24/7/365 regardless of location</p>		District and Campus Curriculum and Instruction Department and Campus Administrators Technology Department	Use reports from software. Increased staff effectiveness.				
Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A							



<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>3) Using train the trainer methods, make available to staff, students and community training sessions in the use of technology and software in relation to their role.</p>	<p>District and Campus Curriculum and Instruction Department and Campus Administrators Department and Campus Staff Members Technology Department</p>	<p>Use reports from software. Student, Staff and Family surveys. Training session evaluations.</p>				
<p>Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A</p>						
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7</p> <p>4) Monthly or quarterly meetings of District Technology Committee to provide feedback of campus and family needs in relation to training and support.</p>	<p>District and Campus Curriculum and Instruction Department and Campus Administrators Department and Campus Staff Members Technology Department Technology Committee</p>	<p>Monthly or quarterly updates from committee members regarding effectiveness of training and support.</p>				
<p>Funding Sources: 211 - ESEA Title I, Part A, 199 - General Fund: SCE</p>						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

**Goal 3: Strategic Goal 3**

**WOCCISD will provide opportunities to increase family involvement.**






**District Goal Alignment:**

**District Goal 5**

**Performance Objective 1:** Increase parent participation, commitment and buy in of student academic achievement

**Evaluation Data Source(s) 1:** Increased parent communication, parent volunteers, and parent satisfaction.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Create a Parent Advisory Committee</p>	1, 2, 6	<p>Rickie Harris, Superintendent</p> <p>Silvia E. Martinez, Assistant Superintendent</p> <p>Beverly Robinson, Principal</p> <p>Glenetta Henley, Principal</p> <p>Anthony Moten, Principal</p> <p>Rod Anderson, Principal</p> <p>Rachel Stephens, PEIMS Coordinator</p> <p>Campus Community Liaisons</p>	<p>Monthly sessions that include representation/participation of parents from each campus.</p> <p>Parent participation on District Education Improvement Committee (DEIC)</p> <p>Interaction with and support to/from district Parent Teacher Association (PTA)</p>				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 3: Strategic Goal 3**

WOCCISD will provide opportunities to increase family involvement.






District Goal Alignment:

District Goal 5

**Performance Objective 2:** Identify parent/community needs in order to increase parent involvement on each campus

**Evaluation Data Source(s) 2:** Increase school-family partnerships, increased parent-outreach efforts, specific campus goals and strategies for strengthening parent/community relationships.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Plan workshops and district-wide activities to involve parents.</p>	1, 2, 6	<p>Rickie Harris, Superintendent</p> <p>Silvia E. Martinez, Assistant Superintendent</p> <p>Beverly Robinson, Principal</p> <p>Glenetta Henley, Principal</p> <p>Anthony Moten, Principal</p> <p>Rod Anderson, Principal</p> <p>Rachel Stephens, PEIMS Coordinator</p> <p>Campus Community Liaisons</p>	<p>Men of Excellence</p> <p>Campus Parent Meetings</p> <p>Invite parents to showcases of student performance and achievements</p> <p>Solicit parent input, support, and involvement through surveys, parent conferences, parent focus groups, and parent communications</p> <p>Invite parents to informational meetings and training opportunities</p>				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 4: Strategic Goal 4**  
**WOCCISD will maintain a quality staff.**


**District Goal Alignment:**  
**District Goal 6**

**Performance Objective 1: Recruitment**

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 7  1) Review Salary Scale	3, 5	Superintendent Executive Director of Human Resources Executive Director of Operations Director of Finance Operations	Salary Scale is competitive with surrounding districts				
				Funding Sources: 199 - General Fund: SCE			
<b>Critical Success Factors</b> CSF 7  2) Attend local and statewide job fairs	2, 5	Executive Director of Human Resources	Interviewing and hiring of candidates				
				Funding Sources: 199 - General Fund: SCE - \$8000.00			
<b>Critical Success Factors</b> CSF 7  3) Initiate a teacher/administrative referral program	2, 5	Executive Director of Human Resources Executive Director of Operations Director of Finance	Hiring of teachers and administrators based on referrals				
				Funding Sources: 199 - General Fund: SCE - \$8000.00			

<b>Critical Success Factors</b> CSF 7  4) Host District job fair and continue posting job vacancies on District website and other appropriate websites	2, 5	Executive Director of Human Resources	Attendance at the Job Fair				
			Applications received for hiring				
Funding Sources: 199 - General Fund: SCE - \$500.00							
<b>Critical Success Factors</b> CSF 7  5) Continue to offer Hard to Staff Stipends in Mathematics, Science, Foreign Language, etc. at the Middle and High School campuses	2, 5	Executive Director of Human Resources Executive Director of Operations Director of Finance	Hard to staff positions are filled				
Funding Sources: 199 - General Fund: SCE - \$120000.00							
							


**Goal 4: Strategic Goal 4**  
 WOCCISD will maintain a quality staff.

District Goal Alignment:  
 District Goal 6

**Performance Objective 2: Retention**

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Grant Annual Raise		Superintendent Executive Director of Human Resources Executive Director of Operations Director of Finance	Percentage raise is granted to employees  Decreased staff turnover				
	Funding Sources: 199 - General Fund: SCE - \$380000.00						
2) Recognition of teachers of the year, administrator of the year, auxiliary person of the year, and paraprofessional of the year		Superintendent Executive Director of Human Resources Director of Public Information Campus principals	Increased morale  Decreased turnover				
	Funding Sources: 199 - General Fund: SCE - \$1500.00						
3) Continue teacher mentoring program	4	Assistant Superintendent for Curriculum and Instruction Campus principals	Evaluation of mentoring program by new teachers				
	Funding Sources: 211 - ESEA Title I, Part A - \$10000.00						
							

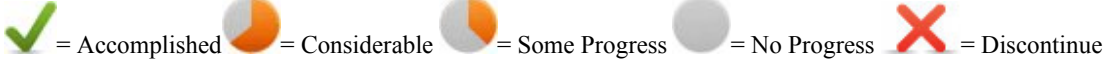
**Goal 4:** Strategic Goal 4  
 WOCCISD will maintain a quality staff.

District Goal Alignment:  
 District Goal 6

**Performance Objective 3:** Staff Development

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Encourage professional staff to further education by earning master's and doctorate degrees (above minimum requirements)		Assistant Superintendent Executive Directors Directors Campus principals	Increased number of professional employees that earn master's and doctorate degrees				
	Funding Sources: 199 - General Fund: SCE - \$10000.00						
2) District-wide staff development to increase knowledge and understanding of district-wide vision		Superintendent Assistant Superintendent Executive Directors Directors Campus principals	Staff Development Plan  Research-based speakers Kymberly McLeod John Gordon Crystal Kuykendall				
	Funding Sources: 255 - ESEA Title II, Part A Teacher & Principal Tr - \$14000.00						
							


**Goal 5: Strategic Goal 5**  
**WOCCISD will promote a positive image.**

**District Goal Alignment:**  
**District Goal 3, District Goal 4, & District Goal 5**

**Performance Objective 1: Fiscal Responsibility**

**Evaluation Data Source(s) 1:** The district will evaluate fiscal responsibility and educational effectiveness through the annual audit of finances and the state accountability report for academics.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b>            CSF 2 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) Allocate adequate local funding resources to support the educational programs throughout the district.</p>	1, 2, 3, 4, 9, 10	Director of Finance, Executive Director of Operations, Superintendent.	Budgetary Process				
Funding Sources: 199 - General Fund: SCE							
<p><b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>2) Develop a financial plan/budget to ensure financial solvency for 2017-2018.</p>	1, 2, 6, 9, 10	Director of Finance, Executive Director of Operations, Superintendent.	Budget developed and approved by the board for July 1 fiscal year.				
<p><b>Critical Success Factors</b>            CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) Maintain district fund balance at level recommended by the Texas Education Agency.</p>	1, 2, 6, 10	Director of Finance, Executive Director of Operations, Superintendent	June 30 fund balance is at least 33% of annual operating expenses.				
							



**Goal 5:** Strategic Goal 5  
 WOCCISD will promote a positive image.






District Goal Alignment:  
 District Goal 3, District Goal 4, & District Goal 5

**Performance Objective 2:** Building upkeep and maintenance

**Evaluation Data Source(s) 2:** The summative evaluation for facilities will consist of multiple pieces of data. The first piece of evaluation will be a physical walk through of all facilities. The district will monitor work order request and completion ratios. Utility usage will be monitored with previous years usage.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Maintain District facilities in a manner that extends the functional life of all buildings and equipment		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Maintenance Department	Work orders will be submitted and completed based on these priorities: 1) Emergency 2) Safety/Health/Security/ADA 3)Preventative Maintenance 4) Unscheduled Repair on items not functioning properly 5) Support Services (assist other departments)				
Funding Sources: 199 - General Fund: SCE, 205 - Headstart							
2) Develop and follow maintenance schedules		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor	Use the District's Maintenance Improvement Action Plan to schedule and prioritize projects throughout the District  Update/revise as needed				

3) Keep grounds and buildings clean and safe		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Grounds Leaderman, Maintenance Department	Grounds work will be scheduled based on these priorities: 1) Competition fields & campuses hosting school and community events 2) Playgrounds 3) Events at ESC 4) Campuses 5) Vacant facilities  Cleaning schedules will address tasks to be performed daily, weekly, monthly, bi-annually, and annually with the goal of providing a safe, clean, comfortable learning environment for staff and students				
4) Reduce utility usage at District facilities		Executive Director of Operations, Director of Maintenance, HVAC Tech(s)	Monitor HVAC schedules daily  Schedule air conditioning and heat for after school and community activities based on the times submitted by campuses via the work order system				
5) Complete annual inspections to ensure safety		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Maintenance Department, Contractors	Inspect/test fire alarms, fire extinguishers, gas piping, sprinkler systems, elevators, boilers, back flow preventers, and stadiums				
6) Provide training for staff		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Vendors	Conduct monthly safety meetings with maintenance staff  Conduct an annual asbestos awareness/safety training for entire department  Utilize training offered by vendors to train maintenance and custodial staff on use of equipment, tools, products, etc.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							


**Goal 5:** Strategic Goal 5  
 WOCCISD will promote a positive image.

District Goal Alignment:  
 District Goal 3, District Goal 4, & District Goal 5

**Performance Objective 3:** Communications

**Evaluation Data Source(s) 3:** The Communications Performance Objective will focus on building support for the District among stakeholders, as well as increasing awareness of district initiatives and successes as we continue to build our brand.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Communicate the District's Brand, Vision, Goals through strategic messaging / marketing		Rickie Harris, Superintendent Lorraine Shannon, Director of Communications	Marketing through Billboard, Radio/Web/Print, Website, Social Media  Measures of success will include: Staff / community surveys Website traffic Social media activity Community feedback				
	Funding Sources: 199 - General Fund - \$40000.00						
2) Cultivate and Strengthen Relationships within the District and Community		Rickie Harris, Superintendent Lorraine Shannon, Director of Communications Executive Leadership Team & Leadership Team	Promote District and Campus activities via internal resources which include the District Master Calendar, Outreach Programs, Key Communicators, Webmasters, and various other Mass Communications  Measures of success will include: Staff / community surveys Website traffic Social media activity Community feedback				
	Funding Sources: 199 - General Fund - \$3000.00						
							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Alignment of Rigorous instruction and assessment. Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points & Cycle Assessments; Data Conversations & Reflective Practice Model in Professional Learning Communities.
1	1	2	Individualized student goal-setting, progress monitoring, intervention, and enrichment.
1	1	3	WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.
1	2	1	Evaluate existing RtI Processes & Systems; Identify needs for resources & training.
1	2	2	Update processes and RtI Manuals
1	2	3	Strengthen intervention, enrichment, and reward systems

## Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Alignment of Rigorous instruction and assessment. Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points & Cycle Assessments; Data Conversations & Reflective Practice Model in Professional Learning Communities.
1	1	2	Individualized student goal-setting, progress monitoring, intervention, and enrichment.
1	1	3	WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.
1	2	1	Evaluate existing RtI Processes & Systems; Identify needs for resources & training.
1	2	2	Update processes and RtI Manuals
1	2	3	Strengthen intervention, enrichment, and reward systems

# Title I

## Schoolwide Program Plan

The district will improve student performance through rigorous instruction and the vertical endorsement program. Systems utilized throughout this process include TEKS Rescource System, collaborative planning, check points and cycle assessments, data conversations and reflective practice model in professional learning communities.

## Ten Schoolwide Components

### 1: Comprehensive Needs Assessment

The district will conduct it's annual Comprehensive Needs Assessment. Data that will be analyzed in the assessment: Demographics, accountability data, state assessment data, student round tables, discipline data, staff retention data, survey information, parent and community data.

### 2: Schoolwide Reform Strategies

WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.

### 3: Instruction by highly qualified professional teachers

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required

Share, analyze & discuss exit interview data with campus principals	Teacher retention	Mid year assessment of new hires	Decreased number of teacher vacancies	Campus Principals Executive Director of Human Resources	Exit Interview Forms Mid-Year Assessment Forms
Facilitate hiring in critical needs area	Recruitment of mathematics, science, and foreign language teachers	Decreased number of vacancies in critical needs areas.	Campus Principals Executive Director of Human Resources Executive Director of Finance	\$3,000 per teacher	
Expand teacher recruitment efforts	Alternative certification programs and Historically Black Colleges and Universities (HBCU)	Host the WOC Experience and Job Fair Attend university job fairs that produce quality teachers	Increase the number of filled positions during the month of June	Campus Principals Executive Director of Human Resources	Travel Budget

Offer a competitive teacher salary schedule	Teacher Salary Schedule	Higher pay attracts more applicants and helps to retain teachers	New Salary Schedule	Superintendent, Executive Director of Human Resources, Executive Director of Finance	\$300,000
Hire highly qualified core content and fine arts teachers	No Child Left Behind Act	Increased teacher content knowledge	Recommend applicants that hold proper certification	Campus Principal Executive Director of Human Resources	Continued access to the Educator Certificate Online System (ECOS)

**4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person(s) Responsible	Resources Required



<p>Increase faculty and staff exposure of best practices and integration of instructional strategies</p> <p>Build instructional capacity of staff in use of best practices through staff development</p>	<p>Quality of instruction</p> <p>Level of student engagement</p> <p>Student performance</p> <p>Implement principles and Leveraged Leadership practices</p>	<p>PLCS</p> <p>ELL Learners (SIOP/ELPS)</p> <p>Region 13 Support</p> <p>Fresh Eyes</p> <p>Edivate</p> <p>Visible Learning Team</p> <p>Monthly meetings of instructional leadership team</p> <p>Reflective Practice Model</p>	<p>Increased student performance on STAAR Level II and III</p> <p>Increased student college and career readiness</p>	<p>Asst. Supt.</p> <p>Campus Principals</p> <p>Asst. Principals</p> <p>Deans of Instruction</p> <p>Academic Coaches</p> <p>CILT</p> <p>Teachers</p>	<p>Title III</p> <p>General Operating Funds</p>
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**5: Strategies to attract highly qualified teachers**

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person(s) Responsible	Resources Required
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Increase teacher retention	Reduce teacher turnover	Mid year assessment of new hires  New Teacher Support  Staff Development  Benefits packages  Instructional Support	Decreased number of teacher vacancies  Share, analyze & discuss exit interview data with campus principals	Campus Principals  Executive Director of Human Resources	Exit Interview Forms
Establish high quality teacher pool	Recruitment of mathematics, science, and foreign language teachers	Facilitate hiring in critical needs area	Decreased number of vacancies in critical needs areas.	Campus Principals  Executive Director of Human Resources  Executive Director of Finance	\$7000 per teacher (math/foreign language) hired by 7/1/15  \$3,000 per teacher hired after 7/1/15

**6: Strategies to increase parental involvement**

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Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Increase parental involvement	Parental Involvement	Guide campus administration in identifying and utilizing best practices for increasing parental involvement.	Increased information to parents for leading, guiding, supporting students in greater levels of student success and achievement. Timely input of student grades into Skyward.	Beverly Robinson Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry,  Campus Principals	Title I Budget  District Budget

<p>Conduct parent forums to support involvement; focus on critical issues youth face and strategies for addressing these issues</p>	<p>Communication with Parents</p>	<p>Guide campus administration in identifying and utilizing best practices for identifying topics of interest and support to parents and students.</p>	<p>Increased information to parents for supporting students in greater levels of student success and achievement. Support students and parents in overcoming obstacles and barriers to success.</p>	<p>Dr. Silvia E. Martinez, Asst. Supt., C&amp;I  Dr. Wayne Guidry, Director of Curriculum  Community in Schools staff  Campus Principals</p>	<p>Title I Budget  District Budget</p>
<p>Parent Advisory Council and Parent Workshops</p>	<p>Parental Involvement &amp; Communication with Parents</p>	<p>Meet with parents to provide a forum for expressing input within the educational process.</p>	<p>Increased collaboration and participation on behalf of the parents and district, campus groups/representatives.</p>	<p>Dr. Wayne Guidry, Director of Curriculum Community in Schools Staff  Campus Principal</p>	<p>Title I Budget  District Budget</p>

<p>Conduct parent forums to support involvement; focus</p>	<p>Communication with Parents</p>	<p>Guide campus administration in identifying and utilizing best practices for increasing parental communication such as weekly updating of grades, continuous communication to parents in the form of notes and phone calls, newsletters, letters sent home in the mail, and Alert Now phone call out system.</p>	<p>Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.</p> <p>Increase of correct current parent contact information in the Skyward system for teacher easy access of information. Each campus will utilize the call out system to inform their parents of campus activities.</p>	<p>Dr. Silvia E. Martinez, Asst. Supt., C&amp;I Dr. Wayne Guidry,  Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Community in Schools staff</p>	<p>Title I Budget District Budget</p>
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Parent Communication	Family Access District & Campus Websites	Maintain up-to-date information on district and campus web-sites.  Maintain up-to-date information on Family Access portal  Utilize parent compact for increasing information as well as positive relations with parents	Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.	Asst. Supt., C&I  Dr. Wayne Guidry, Director of Curriculum  Elvis Rushing  Director of Instructional Technology  Lorraine Shannon  Director of Public Information  Campus Principals  Community in Schools staff	Title I Budget  District Budge
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**7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required

<p>Assure that students at North Early Learning Center have mastered Head Start Objectives.</p>	<p>OWL Curriculum Dial 4 mastery</p>		<p>Data driven decision making. Dial 4 Assessments</p>	<p>Head Start Principal</p>	<p>Head Start funds, Title I, Title II, local district funds.</p>
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## 2016-2017 District Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Glenetta Henley	Principal
Administrator	Silvia E. Martinez, Ed.D.	Assistant Superintendent of Curriculum & Instruction
Administrator	Nina LeBlanc, Ed.D.	Executive Director of Human Resources
Administrator	Wayne Guidry, Ed.D.	Executive Director of Operations
Administrator	Sherry Hardin	Principal/Director, NELC
Administrator	Rickie Harris	Superintendent
Administrator	Jennifer Tippett	Dean of Instruction
Classroom Teacher	Zane Anderson	Teacher
Classroom Teacher	Veronica Block	Teacher
Classroom Teacher	Amy Crew	Teacher
Classroom Teacher	Nancy Dallas	Teacher
Classroom Teacher	Tina Ledesma	Teacher
Classroom Teacher	Annie Rutledge	Teacher
Classroom Teacher	Steven Singer	Teacher
Classroom Teacher	Melissa Stone	Teacher
Community Representative	Tricia Stroud	Business Owner
Non-classroom Professional	Ola Conner	Dean of Instruction
Non-classroom Professional	Angela Greer	Dean of Instruction
Paraprofessional	Claire Cooper	Teacher Aide
Parent	Codie Guillory	Parent



## District Funding Summary

<b>199 - General Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	3	1			\$0.00
5	3	1		199-E-41-6399-MK-970-099-775	\$40,000.00
5	3	2		199-E-41-6499-PR-970-099-775	\$3,000.00
<b>Sub-Total</b>					<b>\$43,000.00</b>
<b>199 - General Fund: SCE</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	Literacy Libraries		\$70,000.00
2	1	1	Local Fund		\$0.00
2	1	2			\$0.00
2	1	3			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
2	2	3			\$0.00
2	3	1			\$0.00
2	3	2			\$0.00
2	3	3			\$0.00
2	3	4			\$0.00
4	1	1	Salary Schedules of surrounding districts and		\$0.00
4	1	2	Travel budget		\$8,000.00
4	1	3	Incentive budget		\$8,000.00
4	1	4	Human Resources Budget		\$500.00
4	1	5	General Fund Budget		\$120,000.00
4	2	1	General Fund Budget		\$380,000.00
4	2	2	General Fund Budget ( Food, Awards, Programs)		\$1,500.00

4	3	1	General Fund-stipends		\$10,000.00
5	1	1			\$0.00
5	2	1			\$0.00
<b>Sub-Total</b>					\$598,000.00
<b>211 - ESEA Title I, Part A</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	TEKS Resource System		\$16,120.00
1	1	1	WRM Development		\$12,000.00
1	1	1	Tango Software - Custom Assessments		\$16,505.00
1	1	2	Eduphoria		\$1,035.00
1	1	2	EmpowerED Solutions		\$5,000.00
1	1	2	Tango Trends Suite & Professional Development Services		\$16,505.00
1	1	3	WRM Development		\$24,000.00
2	3	1			\$0.00
2	3	2			\$0.00
2	3	3			\$0.00
2	3	4			\$0.00
4	2	3	Mentoring budget		\$10,000.00
<b>Sub-Total</b>					\$101,165.00
<b>205 - Headstart</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1			\$0.00
<b>Sub-Total</b>					\$0.00
<b>224 - IDEA B, SpEd</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Student IEPs, work samples, evaluation data, state and campus testing data		\$0.00
1	3	3			\$0.00

					<b>Sub-Total</b>	\$0.00
<b>255 - ESEA Title II, Part A Teacher &amp; Principal Tr</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>		<b>Account Code</b>	<b>Amount</b>
4	3	2	Principal & Teacher Training			\$14,000.00
					<b>Sub-Total</b>	\$14,000.00
<b>410 - Instructional Materials Allotment</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>		<b>Account Code</b>	<b>Amount</b>
1	1	1	ROBOTS4STEM			\$25,000.00
1	1	3	Resources & Materials for Teachers			\$5,000.00
2	1	1	State Funding			\$0.00
2	1	2				\$0.00
2	1	3				\$0.00
2	2	1				\$0.00
2	2	2				\$0.00
					<b>Sub-Total</b>	\$30,000.00
					<b>Grand Total</b>	\$786,165.00