



BEEVILLE

INDEPENDENT SCHOOL DISTRICT

INSPIRING BOLD INNOVATIVE LEADERS

Accountability Overview

Office of Learning and Innovation

October 11, 2018



Analyzing Teacher Performance

- Personalized Performance Learning Plan
- Theory of Action:
 - Guaranteed & Viable Curriculum
 - Student Engagement
 - Learning Walks/Learning Talks
 - Professional Learning Communities
- Fundamental Five lens
- CLT is an extension of the PLC work



Analyzing Teacher Performance

- Student improvement is driven by teacher improvement and leadership improvement
- Allows for more informed staffing moves
- Tracking improvement is critical to the coaching cycle for instructional improvement



AC Jones High School Teacher Performance Comparison

Eng. I	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	44	27	7	0
Teacher 1	128	51 ↑	28 ↑	< 1 ↑
Teacher 2	147	63	47	5

Eng. II	# Tested	% Passed	% Meets	% Masters
Teacher 1	125	46	27	< 1
<i>Teacher 2</i>	155	64	45	4
Teacher 2	134	62	47	5



AC Jones High School Teacher Performance Comparison

Biology	# Tested	% Passed	% Meets	% Masters
Teacher 1	145	80	38	8
<i>Teacher 2</i>	<i>61</i>	<i>70</i>	<i>30</i>	<i>6</i>
Teacher 2	85	97 ↑	74 ↑	22 ↑
Teacher 3*	51	68	37	2



AC Jones High School Teacher Performance Comparison

Alg. I	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1*</i>	95	58	17	4
Teacher 1*	72	76 ↑	34 ↑	18 ↑
Teacher 2	55	80	34	14
Teacher 3	49	65	14	2
<i>Teacher 4</i>	110	89	53	28
Teacher 4	111	95 ↑	82 ↑	51 ↑



AC Jones High School Teacher Performance Comparison

US History	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	98	83	37	9
Teacher 1	27	77	37	11



Moreno Junior High School Teacher Performance Comparison

6th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	59	44	15	2
Teacher 1	67	49	10	3
<i>Teacher 2</i>	56	50	13	5
Teacher 2	74	53 ↑	23 ↑	5
<i>Teacher 3</i>	63	60	30	6
Teacher 3	69	49	24	6



Moreno Junior High School Teacher Performance Comparison

6th Math	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1*</i>	52	69	33	2
Teacher 1*	69	74 ↑	33	11 ↑
<i>Teacher 2</i>	62	42	14	5
Teacher 2	67	58 ↑	16 ↑	6 ↑
<i>Teacher 3</i>	54	63	24	7
Teacher 3	74	74	32	9



Moreno Junior High School Teacher Performance Comparison

7th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	117	76	35	13
Teacher 1	109	69	30	6
<i>Teacher 2</i>	118	63	29	12
Teacher 2	103	55	13	5
7th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1	106	50	15	4
Teacher 2	121	60	28	7



Moreno Junior High School Teacher Performance Comparison

7th Writing	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	105	70	32	7
Teacher 1	108	58	30	< 1
<i>Teacher 2*</i>	112	74	34	5
Teacher 2*	100	80 ↑	45 ↑	5



Moreno Junior High School Teacher Performance Comparison

8th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	87	86	39	10
Teacher 1	97	77	38	20 ↑
<i>Teacher 2</i>	89	69	35	17
Teacher 2	46	48	13	8
<i>Teacher 3*</i>	115	69	30	15
Teacher 3*	69	62	13	8



Moreno Junior High School Teacher Performance Comparison

8th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1	93	72	31	1
<i>Teacher 2</i>	87	77	24	1
Teacher 2	94	68	18	2↑



Moreno Junior High School Teacher Performance Comparison

8th - Alg. I	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	27	100	100	81
Teacher 1	26	100	92	54

8th Science	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1*</i>	80	60	28	6
Teacher 1*	97	54	19	10
<i>Teacher 2*</i>	192	69	33	10
Teacher 2*	115	60	30	14



Moreno Junior High School Teacher Performance Comparison

8th History	# Tested	% Passed	% Meets	% Masters
Teacher 1	74	51	21	11
<i>Teacher 2</i>	100	52	23	13
Teacher 2	95	55 ↑	21	9
<i>Teacher 3</i>	102	48	11	3
Teacher 3	74	55 ↑	20 ↑	5 ↑



The Joe Barnhart Academy Teacher Performance for 2017-2018

7 th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1	42	93	52	9
7 th Writing	# Tested	% Passed	% Meets	% Masters
Teacher 1	42	88	66	16
7 th Reading	# Tested	% Passed	% Meets	% Masters
Teacher 1	43	95	79	58



The Joe Barnhart Academy Teacher Performance for 2017-2018

8 th Reading	# Tested	% Passed	% Meets	% Masters
Teacher 1	31	100	90	58

8 th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1	31	100	77	29



The Joe Barnhart Academy Teacher Performance for 2017-2018

8 th Science	# Tested	% Passed	% Meets	% Masters
Teacher 1	31	100	94	45

8 th History	# Tested	% Passed	% Meets	% Masters
Teacher 1*	31	97	71	35



RA Hall Elementary School Teacher Performance Comparison

3rd Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	33	61	27	15
Teacher 1	41	66 ↑	32 ↑	17 ↑
<i>Teacher 2*</i>	30	67	43	13
Teacher 2*	62	79 ↑	27 ↑	18 ↑
3rd Math	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	34	65	35	12
Teacher 1	41	51	17	5
<i>Teacher 2</i>	34	85	50	29
Teacher 2	62	66	24	10



RA Hall Elementary School Teacher Performance Comparison

4th Writing	# Tested	% Passed	% Meets	% Masters
Teacher 1	39	56	31	0
<i>Teacher 2</i>	56	63	30	7
Teacher 2	44	66 ↑	36 ↑	9 ↑
<i>Teacher 3</i>	21	90	43	14
Teacher 3	43	77	51 ↑	7



RA Hall Elementary School Teacher Performance Comparison

4th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	56	57	36	25
Teacher 1	40	80 ↑	35	7
Teacher 2	44	73	41	23
<i>Teacher 3</i>	21	86	67	57
Teacher 3	43	86	46	30



RA Hall Elementary School Teacher Performance Comparison

4th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1*	44	77	48	16
<i>Teacher 2*</i>	59	66	29	14
Teacher 2*	39	61	18	13
<i>Teacher 3</i>	55	80	42	22
Teacher 3	43	84 ↑	53 ↑	21



RA Hall Elementary Teacher Performance Comparison

5th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	59	85	56	27
Teacher 1	71	65	39	24
5th Math	# Tested	% Passed	% Meets	% Masters
Teacher 1	72	61	25	8
<i>Teacher 2</i>	59	88	22	9
Teacher 2	81	65	31↑	6



RA Hall Elementary Teacher Performance Comparison

5th Science	# Tested	% Passed	% Meets	% Masters
<i>Teacher 2</i>	59	75	32	14
Teacher 2	70	71	41 ↑	20 ↑



FMC Elementary School Teacher Performance Comparison

3rd Math	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1*</i>	34	68	29	6
Teacher 1*	38	52	23	8 ↑
Teacher 2	43	53	16	4
Teacher 3	30	63	37	13
Teacher 3	41	53	14	7



FMC Elementary School Teacher Performance Comparison

3rd Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	32	56	13	6
Teacher 1	39	64 ↑	25 ↑	13 ↑
<i>Teacher 2*</i>	36	53	25	11
Teacher 2*	43	53	23	9
<i>Teacher 3</i>	34	59	32	12
Teacher 3	41	58	17	7



FMC Elementary School Teacher Performance Comparison

4th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1*</i>	56	66	30	14
Teacher 1*	43	53	23	4
<i>Teacher 2</i>	38	61	21	11
Teacher 2	63	60	20	8

4th Writing	# Tested	% Passed	% Meets	% Masters
Teacher 1*	43	40	12	0
<i>Teacher 2</i>	57	67	32	12
Teacher 2	63	51	16	1



FMC Elementary School Teacher Performance Comparison

4th Math	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	58	62	22	12
Teacher 1	43	60	25 ↑	14 ↑
<i>Teacher 2</i>	38	71	34	8
Teacher 2	63	54	20	5



FMC Elementary Teacher Performance Comparison

5th Reading	# Tested	% Passed	% Meets	% Masters
<i>Teacher 2*</i>	53	58	21	9
Teacher 2*	81	69↑	44↑	11↑
<i>Teacher 3</i>	48	53	15	2
Teacher 3	71	48	20↑	10↑



FMC Elementary Teacher Performance Comparison

5th Math	# Tested	% Passed	% Meets	% Masters
<i>Teacher 3</i>	53	62	26	8
Teacher 3	70	86 ↑	50 ↑	23 ↑



FMC Elementary Teacher Performance Comparison

5th Science	# Tested	% Passed	% Meets	% Masters
<i>Teacher 1</i>	53	40	9	0
Teacher 1	79	55 ↑	25 ↑	10 ↑
<i>Teacher 3*</i>	57	46	12	2
Teacher 3*	68	62 ↑	19 ↑	1

Beeville ISD: District Improvement Plan

District: Beeville ISD Org. 013901 Year: 2017-18 to 2018-19 Grades: PK-12

No.	District Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	Our goal is to effectively monitor curriculum and instruction so as to ensure every student has the same opportunity to read and write and to learn all required TEKS. We will do this by executing a focused Theory of Action to improve student outcomes, detailing all tactics (e.g. documenting systems of instructional alignment through student mastery) for each six weeks period.				
2	Our goal is to deepen leadership within all campuses so that expectations, vision, values, and goals are clearly established and executed, leading to increased student achievement across all subpopulations. We will do this by establishing focused leadership academies each summer and conducting system-wide checkpoints (each six weeks) aligned to our Theory of Action.				
3	Our goal is collaborate with BISD trustees to create conditions for student achievement, leading to a comprehensive system of accountability for student results within all subgroups. We will accomplish this by improving compensation packages for teachers; inviting meaningful innovation; monitoring student progress; and conducting visioning and strategic planning.				
4	Our goal is to increase District attendance for each grade level in order to bolster OTL (opportunities to learn) for all student populations. We will do this by designing student-centered lessons, also elevating digital learning experiences.				
5	Our goal is to strengthen our college and CTE curricula so that we are meeting the needs of our most academically ambitious students. We will accomplish this by expanding Advance Placement, Dual Credit, and CTE courses for all students.				

No.	District Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Deep curriculum alignment using TEKS Resource System		1/3/4	Aug to May	Y
2	Professional learning communities on all campus		2/3/5	Aug to May	Y
3	Targeted professional learning opportunities related to campus goals		2/3/5	Aug to May	Y
4	Student engagement: Globaloria PK-12; expand AP/DC/CTE.		1/3/8	Aug to May	Y
5	Learningwalk protocol across all campuses		2/5	Aug to May	Y
6	Community Strategic Planning process; Parent engagement through PTO and Boosters		1/6	Aug to May	Y
7	Character / counseling programs to address character development; including training related to verbal aggression, sexual harassment, and other forms of bullying in schools.		4/7	Aug to May	Y

Comprehensive Needs Assessment Narrative Summary

Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
<ol style="list-style-type: none"> 1. Amazing, future-ready students willing to engage in digital learning experiences. 2. Dedicated teachers. 3. Strong teacher-administrator connections, very relational. 4. Overall positive attitude, great teams willing to do "whatever it takes" to make students 	<ol style="list-style-type: none"> 1. Systematic curriculum alignment implementation and monitoring, evidence the taught curriculum is clearly linked to TEKS. 2. Evidence of processes for monitoring, evaluating, and ensuring mastery of TEKS/SEs. 3. Campus leadership focused on developing effective, rigorous 	<ol style="list-style-type: none"> 1. Execute a guaranteed and viable curriculum every day for every child; state/local funds will support TEKS Resource System implementation and tools. 2. Execute instructional systems that ensure highest impact on instructional quality (e.g., Professional Learning Community, Student Mastery Trackers).

Beeville ISD: District Improvement Plan

successful. 5. Student readiness for challenging / rigorous work.	instruction. 4. Improve teacher compensation to improve recruitment and retention.	3. Execute innovative curricula aligned to the TEKS to enhance student engagement and prepare students for a global economy.
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No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Aug. 16, 2017
2	Schoolwide reform strategies	Ongoing
3	Highly qualified teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?	Y or N	Y
Has this meeting been documented with signatures, an agenda, and minutes?	Y or N	Y
The District has a system to document evidence of DIP implementation and impact?	Y or N	Y

Reviewer: _____ Verifier: _____

A.C. Jones High School Campus Improvement Plan

School: A.C. Jones High School Org. 013-901-001 Year: 2018-2019 Grades: 9-12

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	Improve student and staff attendance. We will pull attendance reports at 8:30 a.m. every day, make parent phone calls to inform parents of absenteeism, and make home visits to those with chronic absences to identify causes. We will provide resources as needed (i.e. clothing, school supplies) including, but not limited to, a campus mentor to serve as a point of contact for the family and utilize attendance contracts.				
2	Increase academic performance standards in each department. We will conduct learning walks, track student data, align curriculum vertically and horizontally in each subject, identify and implement high yield instructional strategies, create cross-curricular activities and projects that are engaging and relevant to students, incorporate peer observations, and assess our progress in subject level PLCs.				
3	Increase parental involvement. We will create a welcoming environment to build positive school/home relationships so that parents feel valued and strive to have a greater influence on our progress. We will increase opportunities for parents and community members to be greater involved with our students by hosting relative and informative workshops, and promoting campus events on social media.				
4	Empower bold innovative leaders. We will continue to explore and add innovative CTE and academic courses aimed at increasing postsecondary readiness skills for academia and employment. We will solicit input by surveying community members, teachers, parents, and students to identify interests and employment trends, and partner with local businesses to provide an improved work-based learning program.				

No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	PLC Meetings focused on instructional improvement	Schoolwide	1, 2, 3, 4, 5, 7	Aug to June	Y
2	Learning Walks with targeted feedback and Crucial Conversations	Schoolwide	1, 2, 3, 4, 5, 7	September to June	Y
3	Tracking student data	Schoolwide	1, 3, 4, 6, 7	September to June	Y
4	Parental Involvement events aimed at promoting positive school/home relationships	Schoolwide	1, 3, 4, 6, 7	September to June	Y
5	Improved student and staff attendance	Schoolwide	1, 2, 3, 4, 7, 8	August to June	Y
6	Build relationship with Texas Workforce Solutions to improve work-based program	Schoolwide	1, 4, 6, 7,	September to June	Y

Comprehensive Needs Assessment Narrative Summary

Summary of Strengths	Summary of Needs	Priorities
What were the identified strengths? <ul style="list-style-type: none"> Learning walks & talks PLCs are focused on instructional improvement New enthusiastic teachers with ability to stretch student learning and improve programs Improved collaboration within and among departments 	What were the identified needs? <ul style="list-style-type: none"> Improved student and staff attendance Consistency with instructional continuity (i.e. TPOs, questioning strategies, wait time, reflection and lesson closure) Consistency with writing across disciplines 	What are the priorities for the campus, including how federal and state program funds will be used? <ul style="list-style-type: none"> Student and staff attendance Rtl for ELAR Target analysis to improve teacher capacity for charting student progress Student engagement Parental involvement - PTO

A.C. Jones High School Campus Improvement Plan

<ul style="list-style-type: none"> Positive campus climate CTE expansion of courses 	<ul style="list-style-type: none"> Appropriate incorporation of technology in the classroom Appropriate RtI implementation in ELAR for SPED students 	
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No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 1, 2018
2	Schoolwide reform strategies	Ongoing
3	Highly qualified teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	N/A
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?	Y or N	N
Has this meeting been documented with signatures, an agenda, and minutes?	Y or N	N
The campus has a system to document evidence of CIP implementation and impact?	Y or N	Y

Reviewer: _____

Verifier: _____

A.C. Jones High School Health Professions Magnet Academy Campus Improvement Plan

School: A.C. Jones High School HPMA Org. 013-901-004 Year: 2018-2019 Grades: 9-10

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	Expose students to real work experiences in health professions. We will take field trips to health related career expos, medical clinics, and nursing homes, and invite experts in health professions to provide classroom presentations and simulations.				
2	Increase academic performance standards in each department. We will conduct learning walks, track student data, align curriculum vertically and horizontally in each subject, identify and implement high yield instructional strategies, create cross-curricular activities and projects that are engaging and relevant to students, incorporate peer observations, and assess our progress in subject level PLCs.				
3	Increase parental involvement. We will create a welcoming environment to build positive school/home relationships so that parents feel valued and strive to have a greater influence on our progress. We will increase opportunities for parents and community members to be greater involved with our students by hosting relative and informative workshops, and promoting campus events on social media.				
4	Empower bold innovative leaders. We will expand our health professions curricula to include courses that lead to industry certification for our students. We will solicit input by surveying community members, teachers, parents, and students to identify interests and trends in health professions.				

No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	PLCs focused on instructional improvement	Schoolwide	1, 2, 3, 4, 5, 7	Aug to June	Y
2	Learning Walks with targeted feedback and follow up conversations to assess teacher capacity	Schoolwide	1, 2, 3, 4, 5, 7	September to June	Y
3	Tracking student data	Schoolwide	1, 3, 4, 6, 7	September to June	Y
4	Parental Involvement events aimed at promoting positive school/home relationships	Schoolwide	1, 3, 4, 6, 7	September to June	Y
5	Maintain high student and staff attendance	Schoolwide	1, 2, 3, 4, 7, 8	August to June	Y
6	Build relationship with Texas Workforce Solutions to improve work-based program and identify program additions	Schoolwide	1, 4, 6, 7,	September to June	Y

Comprehensive Needs Assessment Narrative Summary		
Summary of Strengths	Summary of Needs	Priorities
<p>What were the identified strengths?</p> <ul style="list-style-type: none"> High student attendance PLCs are focused on instructional improvement New enthusiastic teachers with ability to stretch student learning and improve programs Improved collaboration within and among departments Positive campus climate CTE expansion of courses 	<p>What were the identified needs?</p> <ul style="list-style-type: none"> Consistency with instructional continuity (i.e. TPOs, questioning strategies, wait time, reflection and lesson closure) Consistency with writing across disciplines Ability to incorporate technology in the classroom 	<p>What are the priorities for the campus, including how federal and state program funds will be used?</p> <ul style="list-style-type: none"> Target analysis to improve teacher capacity for charting student progress Maintain student engagement Parental involvement - PTO

A.C. Jones High School Health Professions Magnet Academy Campus Improvement Plan

No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 1, 2018
2	Schoolwide reform strategies	Ongoing
3	Highly qualified teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	N/A
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?	Y or N	N
Has this meeting been documented with signatures, an agenda, and minutes?	Y or N	N
The campus has a system to document evidence of CIP implementation and impact?	Y or N	Y

Reviewer: _____

Verifier: _____

Moreno Junior High Campus Improvement Plan

School: Moreno Junior High Org. 0913901-041 Year: 2018 - 2019 Grades: 6-7-8

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	MJH Students will exceed the state passing standard for all STAAR tested subjects. MJH Student Sub-Populations will show growth in Reading and Math, compared to the 2018 STAAR Results. We will achieve these goals by continuously disaggregating data for unit, reporting period, and benchmark assessments and implement purposeful and meaningful instructional interventions according to data findings to support student achievement.				
2	MJH will consistently and systematically monitor curriculum and instructional practices to ensure that MJH students receive rigorous lessons that are aligned to state standards which foster high levels of student achievement. MJH will accomplish this goal through learning walks, core subject/PLC planning, academic timelines, and instructional coaching.				
3	MJH will employ initiatives where students are encouraged to "Love Where They Learn" and adults will "Love Where They Serve" which will result in higher student and staff attendance and will recognize both students and staff for helping us to reach our goal of providing OTL (opportunities to learn).				
4	MJH will provide an increased number of opportunities for parents and community members to play an active role in the academic and social-emotional needs of our students.				
5	MJH will consistently and systematically follow procedures that will communicate to stakeholders that student and staff safety is a priority.				
No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Student Achievement: Innovative Instructional Camps focusing on Weak Student Expectations, Implementation of 6 th , 7 th and 8 th Grade Intervention courses for students that were not successful on the previous year's Reading and Math STAAR Assessments, and Web Based Interventions for Reading and Math, a well communicated tutoring schedule that will provide a minimum of 3 opportunities per week for students to receive help from their classroom teacher.	Schoolwide	1, 2, 3, 7	Aug to June	Y
2	Curriculum, Alignment, Instruction, Data & Assessment: Professional Development on Accountability and Creation of Assessments, Walk-throughs, Instructional Coaching, PLCs, Data Disaggregation and Data Talks, Monitoring of Quality Lesson Plans.	Schoolwide	1, 2, 3	Aug to June	Y
3	School Culture and Climate: Positive Office Referrals, Reward Night, Staff Recognition for Positive Work Ethic and Positive Attitude, Celebration at Staff Meetings, Mentor Program for New Hires, Frequent Student Praise, and Academic Camps, staff luncheons, and staff committees	Schoolwide	2, 3, 4, 5, 6, 7	Aug to June	Y
4	Parent and Community Involvement: Active PTO, Parent Academic Nights, Student Performance Nights, Athletic Sporting Events, Coding Class Exhibition Night, Art participation in county show, MJH Facebook page	Schoolwide	2, 3, 4, 5, 6, 7	Aug to June	Y
5	School Safety and Security: parents required to show IDs to gain entry to building, new visitor screening system, new vestibule to restrict access to building, staff and student training on visitor procedures, security camera improvements.	Schoolwide	2, 3, 4, 5, 6, 7	Aug to June	Y

Comprehensive Needs Assessment Narrative Summary		
Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
<ul style="list-style-type: none"> Hard working, fun loving staff who are willing to implement new initiatives. TEKS Resource system After and Before school tutorials Collaboration within depts. and grade levels Extra-curricular activities – UIL, FCA, FAC, Student Council, NJHS, Choir, Band, Cheer, Sports 	<ul style="list-style-type: none"> Structured PLC Writing detailed lesson plans that include three point objectives. Teachers working to remain in the "Power Zone" while teaching. Providing feedback to students and staff to help make improvements in needed areas Continue to work building positive relationships with parent and community New teacher support system 	<ol style="list-style-type: none"> 1. Creating an environment where teachers want to lead the learning. 2. Build a more structured PLC and CILT 3. Target analysis to reform teacher practice (ongoing and nine weeks). 4. Accountability for meaningful and structured lesson plans that use data to drive instruction. 5. Product focus /student engagement, including implementation of a coding course and other forms of technology. 6. Staff and students are well trained and implement all safety and security procedures.

Moreno Junior High Campus Improvement Plan

<ul style="list-style-type: none"> Positive working relationship between all stakeholders Staff is flexible and willing to try new things. 	<ul style="list-style-type: none"> Incentives for student achievement & attendance 	<ul style="list-style-type: none"> 7. Implementation of New District Appraisal System that includes the student growth component. 8. Plan for the Mentor/New Teacher. 9. Parent Involvement 10. Increase student and staff attendance.
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No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 12, 2018
2	Schoolwide reform strategies	Ongoing
3	State Certified Teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Curriculum, Instruction, and Assessment (Overview)
2	Student Achievement (Math, Reading, Science, Social Studies, Writing)
3	Technology
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	Student Attendance

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members? Y or N

Has this meeting been documented with signatures, an agenda, and minutes? Y or N

The campus has a system to document evidence of CIP implementation and impact? Y or N

Y
Y
Y

Reviewer: _____

Verifier: _____

The Joe Barnhart Academy Campus Improvement Plan

School: The Joe Barnhart Academy Org. 0913901-042 Year: 2018-19 Grades: 6-8

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	The Joe Barnhart Academy (TJBA) students will exceed the state passing standard for all STAAR tested subjects. The Joe Barnhart Academy Student Sub-Populations will show growth in all subjects compared to the 2018 STAAR Results and will receive an A rating. We will achieve these goals by continuously disaggregating data for unit, nine weeks grading period, and benchmark assessments. We will implement purposeful and meaningful instructional interventions according to data findings to support student achievement.				
2	TJBA will consistently and systematically monitor curriculum and instructional practices to ensure that TJBA students receive rigorous lessons that are aligned to state standards which foster high levels of student achievement. TJBA will accomplish this goal through learning walks, core subject/PLC planning, academic timelines, and instructional coaching. We will increase professional learning by teachers and all staff and apply the learning to student achievement to create student centered classrooms. We will achieve this goal through book studies and Professional Development and implementation of the learning through these studies.				
3	TJBA will employ initiatives where students are encouraged to have high learning standards for themselves and adults will "Love Where They Serve" which will result in higher student and staff attendance. We will monitor student and staff attendance and will recognize both students and staff for helping us to reach our goal of providing OTL (opportunities to learn). TJBA will increase student exposure to real world experiences through project based learning, Project Lead the Way, and other opportunities for learning application.				
4	TJBA will increase parental involvement to build positive school/ home relationships in order to promote teamwork between parents and staff that allows students and parents to see school as a path to improving their success. We will achieve this goal through parental involvement activities, attendance kept through sign in sheets, parent conferences, and continuation of a Parent Teacher Organization (PTO).				
5	TJBA will increase student safety through consistent implementation of student, staff, and parents or other visitors wearing visible ID's. Teachers and staff will be trained to watch for potential risks and will actively watch for situations that could lead to a potential risk. Teachers will work with students to build a sense of community where everyone feels connected to improve security and safety around the school.				

No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Student Achievement: Innovative Instructional Camps focusing on areas of growth within the Student Expectations, Educational Excursions, Web Based Interventions for Reading and Math, and Focused tutorial time.	Schoolwide	1, 2, 3, 7	Aug to June	Y
2	Curriculum, Alignment, Instruction: Project-based learning, Walk-throughs, Instructional Coaching, PLCs, and the monitoring of Quality Lesson Plans.	Schoolwide	1, 2, 3	Aug to June	Y
3	Data & Assessment: Professional Development on Accountability and Creation of Assessments, Formative Assessments, and Data Disaggregation and talks in the Data room.	Schoolwide	1,2,3	Aug to June	Y
4	School Culture and Climate: Positive Office Referrals, Reward Night, Staff Recognition for Positive Work Ethic and Positive Attitude, Celebration at Staff Meetings, Mentor Program for New Hires, Frequent Student Praise, and Academic Camps. We will work to build a sense of community to deescalate the potential risks and help improve a sense of security around the school.	Schoolwide	2, 3, 4, 5, 6, 7	Aug to June	Y
5	Parent and Community Involvement: Give back to Beeville, Active PTO, Kindness Challenge Activity, and Academic Family Nights, Meet the Teacher and TJBA expectation night, Student Performance Nights, and Athletic Sporting Events.	Schoolwide	2, 3, 4, 5, 6, 7	Aug to June	Y

Comprehensive Needs Assessment Narrative Summary

The Joe Barnhart Academy Campus Improvement Plan

Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
<ol style="list-style-type: none"> 1. Hard working, fun loving staff who are willing to implement new initiatives. 2. TEKS Resource 3. Afterschool tutorials 4. Collaboration within depts. and grade levels 5. Extra-curricular activities – UIL, Student Council, NJHS, Choir, Band, Cheer, Sports 6. Positive working relationship between all stakeholders 7. Staff is flexible 	<ol style="list-style-type: none"> 1. Structured Data talks and development of a Data room 2. Continue looking at the “Who” and planning to build the Design qualities into lesson plans 3. Providing consistent feedback to students and staff to help make improvements in needed areas 4. Continue to work building positive relationships with parent and community 5. New teacher support system 6. Incentives for student achievement & attendance 	<ol style="list-style-type: none"> 1. Continuing to build the environment where teachers want to lead the learning. 2. Data analysis to guide teacher practice (ongoing and nine weeks). 3. Accountability for detailed lesson plans. 4. Increase Project Lead the Way support using the grant and structured purchases as well as trainings. 5. Product focus /student engagement, including implementation of coding courses and Goggle Classroom. 6. Implementation of Student Growth in the District Appraisal System. 7. Plan for the Mentor/New Teacher. 8. Parent Involvement 9. Increase student attendance.

No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 1, 2019
2	Schoolwide reform strategies	Ongoing
3	State Certified Teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Curriculum, Instruction, and Assessment (Overview)
2	Student Achievement (Math, Reading, Science, Social Studies, Writing)
3	Technology
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	Student Attendance

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members? Y or N

Y

Has this meeting been documented with signatures, an agenda, and minutes? Y or N

Y

The campus has a system to document evidence of CIP implementation and impact? Y or N

Y

Reviewer: _____ Verifier: _____

R. A. Hall Elementary: Campus Improvement Plan

School: R. A. Hall Elementary	Org. 0913901-101	Year: 2018 - 2019	Grades: 1-5
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No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	R. A. Hall students will experience rigorous lessons that are aligned to the TEKS, so that students will grow academically. We will achieve this goal by systematically monitoring lesson plans, participate in PLCs, learning walks, and engage in coaching conversations with teachers and students.				
2	R. A. Hall will increase parent and community involvement, so our families and students feel valued and a part of the education process. We will achieve this goal by creating a welcoming atmosphere by honoring families, hosting several parent activities, keeping in touch with parents through the use of Wednesday folder, and social media. Parents will also be given the option to receive information digitally through school reach and school/district website.				
3	R. A. Hall will increase attendance rates for students and staff, so students will maximize their opportunities to learn. We will achieve this goal by implementing an attendance contract, by recognizing classrooms for perfect attendance weekly, and student perfect attendance weekly, and display an ongoing record of classroom attendance, as well as use AESOP to monitor teacher attendance and provide staff incentives and recognition.				
4	R. A. Hall will provide opportunities for students to extend their learning through Coding, Spanish, UIL, and Learners to Leaders. Students will have the opportunity to apply their content knowledge to areas of interest specific to them. We will achieve this goal by providing students the opportunity to learn Spanish, Chess, dance, robotics, cooking, brain sports, and introducing musical instruments.				

No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Curriculum Alignment Planning	Schoolwide	2/3	Aug to May	Y
2	Professional Learning Communities	Schoolwide	2/3/4/5	Aug to May	Y
3	Student Engagement	Schoolwide	2/3/4/8	Aug to May	Y
4	Student tracking folders	Schoolwide	2/3	October to May	Y
5	Spanish	Schoolwide	2	Aug to May	Y
6	Learning Walks/Talks	Schoolwide	2/3/5	Aug to May	Y
7	Literacy Night/Math and Science Night/ Choir Concert/ GT and Art Showcase/ Grandparent's Day/Donuts for Dad/Muffins for Mom/ First responder's lunch/Science Fair	Schoolwide	2/4/6/7	Fall & Spring	Y
8	Student and Teacher attendance	Schoolwide	2/3/4/5	Aug to May	Y
9	Parent Teacher Organization/NEHS	Schoolwide	3/4/6/7	Aug to May	Y

Comprehensive Needs Assessment Narrative Summary

Summary of Strengths	Summary of Needs	Priorities
What were the identified strengths?	What were the identified needs?	What are the priorities for the district, including how federal and state program funds will be used?
<ul style="list-style-type: none"> Weekly learning walks & talks Weekly/Bi weekly PLC's High Priority Checklist Goal Setting for teacher evaluations Data analysis to inform planning and instruction 	<ul style="list-style-type: none"> Alignment with FMC including: scope and sequence, curriculum, lesson planning Additional support for Intervention Program Math Intervention Specialist Special Education staff 	<ul style="list-style-type: none"> Attendance PLC that focus on data, instructional strategies, and formative assessments Training New Teachers Science Fair UIL Academic Team

R. A. Hall Elementary: Campus Improvement Plan

<ul style="list-style-type: none"> Reading Intervention: Universal Screener using Beginning, Middle, and End of Year data 	<ul style="list-style-type: none"> Technology Parent Involvement 	
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No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Ongoing
2	Schoolwide reform strategies	Ongoing
3	State Certified Teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?

Y or N

Has this meeting been documented with signatures, an agenda, and minutes?

Y or N

The campus has a system to document evidence of CIP implementation and impact?

Y or N

Reviewer: _____

Verifier: _____

Campus Improvement Plan For: FMC Elementary

School: FADDEN-MCKEOWN-CHAMBILSS ELEM Org. 0913901-102 Year: 2018-19 to 2019-2020 Grades: 1ST – 5TH

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	FMC student attendance will increase to 96%. Daily attendance postings, daily tracking for students (positive punch card), weekly recognition, grade level competitions. FMC will communicate to parents the importance of attendance with weekly School Messenger notifications.				
2	FMC will effectively and consistently apply data desegregation strategies to inform instructional interventions for all student success groups, based on categories of the accountability system. Data will be tracked by student, teacher, TEKS, and growth measures with the creation of a data room, resulting in increased student achievement and student/teacher/campus progress.				
3	FMC will take a collaborative approach to data driven decisions. Data talks will consist of teacher and admin input, using the PLC repetitive cycles of inquiry, and scientific based action research.				
4	FMC school culture will be impacted by positive praise for teachers and students; frequent, timely, specific feedback, and the use of Positive Behavioral Support Initiatives to build accountability and ownership. This work will also be supported by the incorporation of The Leader in Me program.				
5	FMC will increase parent and community involvement by communicating effectively with weekly School Messenger notices, 3 Week Newsletters, Class Dojo, and daily communication calendar. FMC will host various Family Events that foster a collaborative spirit such as Literacy Night, Computer Science Showcase, Open House events, Family Movie Nights, Math/Science Nights. FMC will also partner with PTO to increase the number of parent volunteers that serve our students.				

No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Curriculum Alignment Planning	Schoolwide	1/3/4	Aug to May	Y
2	Professional learning communities	Schoolwide	2/3/4	Aug to May	Y
3	Professional development	Schoolwide	5	Aug to May	Y
4	Technology in Lesson Delivery	Schoolwide	8/2	Aug to May	Y
5	Learning Walks	Schoolwide	5	Aug to May	Y
6	Parent and Community Events	Schoolwide	4/6	Fall & Spring	Y
7	Student and Teacher Attendance Initiatives	Schoolwide	4/7	Aug to May	Y

Comprehensive Needs Assessment Narrative Summary

Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
<ul style="list-style-type: none"> FMC Staff is eager to learn and implement new, innovative ideas. Leader in Me Year 2. Weekly PLC/TLC 	<ul style="list-style-type: none"> Teachers need more training on the delivery of TEKS. Clear, documented expectations for students and staff. Administrator follow-through. 	<ul style="list-style-type: none"> Increase attendance, student achievement, and teacher efficacy. Extensive teacher training Opportunities to showcase our students

Campus Improvement Plan For: FMC Elementary

No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 1, 2016
2	Schoolwide reform strategies	Ongoing
3	Highly qualified teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?	Y or N	
Has this meeting been documented with signatures, an agenda, and minutes?	Y or N	
The campus has a system to document evidence of CIP implementation and impact?	Y or N	

Reviewer: _____

Verifier: _____

Hampton Moreno Dugat: Campus Improvement Plan

Hampton Moreno Dugat

Org. 0913901-105

Year: 2018-2019 to 2018-2019

Grades: Pre-K - Kinder

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
1	GOAL 1: Increase academic performance standards through TEKS resource and curriculum planning to ensure student growth. We will achieve this goal through learning walks, core subject planning, lesson plans, academic timelines, student tracking and RTI folders, PLC's (once per nine weeks), grade level meetings (weekly), staff meetings (monthly), ESC 2 trainings, and peer observations.				
2	GOAL 2: Attend, demonstrate and promote professional learning for all staff, applying the learning to student achievement to create student centered classrooms. We will achieve this goal through book studies and implementation of the streamline instruction. Our book studies (Teach like a Pirate, Fundamental 5 and the First days of School) will focus on Growth Mindset, Reading and Critical thinking skills, and Student Engagement.				
3	GOAL 3: Increase student exposure to Computer science through hands on activities and computer lab coding sessions in order to increase student knowledge and hands experiences. We will utilize computers on wheels to achieve this goal in addition to support Reading instruction using the RAZ kids program.				
4	GOAL 4: Increase parental involvement to build positive school/ home relationships in order to promote teamwork between parents and staff which allow students and parents to see school as a path to improving their success. We will achieve this goal through parental involvement activities (once per nine weeks) attendance kept through sign in sheets, parent conferences, continuation of a Parent Teacher Organization (PTO), perfect attendance incentives and parties.				
No.	Campus Initiatives	Resources	CNA Section No.	Timeline	Title Funding in Resource? Y or N
1	Produce student artifacts that are relevant to the writing TEKS to improve the foundation leading to an increase in Writing Scores.	Schoolwide	2,3,5	Aug to June	Y
2	Develop a Progress Monitoring system for grade level Performance Assessments to track student growth.	Schoolwide	2,3	Jan to June	Y
3	Engage in conversations on student progress displayed in Data Room once a Reporting Period and provide instructional support in order to close gaps in learning while updating Rtl.	Schoolwide	2,4,5	Aug to June	Y
4	Model campus led Professional Development, staff meetings, coach teachers through grade level meetings, Professional Learning Communities, and individual teacher meetings to guide student centered instruction and the use of TEKS resource.	Schoolwide	2,3,5,7	Aug to June	Y
5	Book studies will be led and conducted to increase staff learning resulting in positive impact on student achievement.	Schoolwide	4,5,7	Aug to June	Y
6	Create in order to provide a Mobile Science Lab to be used once a week by Kindergarten classrooms; to set a foundation to increase science scores in upcoming grades.	Schoolwide	2,3,5	Aug to June	Y
7	Teachers will include coding instruction weekly as well as reading instruction through the RAZ computer program.	Schoolwide	2,3,5	Aug to June	Y
8	Teachers will incorporate the use of STEM in the classroom twice weekly.	Schoolwide	8	Aug to June	Y
9	Parental involvement activities increased to once every nine weeks to promote positive school parent relationships.	Schoolwide	6	Aug to June	Y

Hampton Moreno Dugat: Campus Improvement Plan

No.	Campus Goals	Progress RPT 1	Progress RPT 2	Final EOY	Goal Met? Y or N
10	Increase student attendance from 91% to 95% by having weekly attendance incentives and a Reporting Period Party with the Principal	Schoolwide	1, 3	Aug to June	Y

Comprehensive Needs Assessment Narrative Summary		
Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?

No.	Component documented in Title I campus-level planning minutes	Action Executed
1	Comprehensive needs assessment	Sept 1, 2018
2	Schoolwide reform strategies	Ongoing
3	Highly qualified teachers	Ongoing
4	High quality, ongoing professional development	Ongoing
5	Strategies to attract quality teachers	Ongoing
6	Strategies to increase parent involvement	Ongoing
7	Transition from early childhood programs	Ongoing
8	Involvement of teachers in assessment/instructional decisions	Ongoing
9	Activities to ensure effective additional student assistance	Ongoing
10	Coordination of other federal, state, and local programs	Ongoing

No.	CNA Section / Area of Focus
1	Demographics
2	Curriculum, Instruction, and Assessment (Overview)
3	Student Achievement (Math, Reading, Science, Social Studies, Writing)
4	School Culture and Climate
5	Staff Quality, Recruitment, and Retention
6	Family and Community Involvement
7	School Context and Organization
8	Technology

Has a meeting been held to conduct a comprehensive needs assessment that includes a parent and other staff members?

Y or N	Y
Y or N	Y
Y or N	Y

Has this meeting been documented with signatures, an agenda, and minutes?

The campus has a system to document evidence of CIP implementation and impact?

Reviewer: _____

Verifier: _____