

Year One: Sign-In Sheet								
Goals	Indicator of Success	Measurement?	Deadline	Project Owner	KPI Date(s) Planned	KPI Date(s) Completed	Links	Gore's Notes
Adopt and launch instructional framework for Math	District-wide instructional framework	Complete	August 2025			Juarez covered in DC meeting on September 9	25-26 Instructional Frameworks for Snyder ISD	
	Robust professional development	Complete	August 2025	White / Neff / Cummings / Cartwright / Stevenson / Ritter / E. Martinez / Vera / Rauch / Gonzales		Instructional Frameworks Email to All Staff 08.30.25, September 9 & September 16 for secondary math, September 10 and September 11 for elementary math	Instructional Frameworks	
Adopt and launch instructional framework for Reading	District-wide instructional framework	Complete	August 2025	Gault / Lewis / Bailey / McCormick / Browning / Hermosillo / Schneider / H. Martinez / Thamez / Soliz		Created with ICs on August 18, Juarez covered in DC meeting on September 9	25-26 Instructional Frameworks for Snyder ISD	
	Robust professional development	Complete	August 2025			Instructional Frameworks Email to All Staff 08.30.25, September 26th, September 11 and September 15 for elementary PLC, September 11 and 15, 2025	Instructional Frameworks	
80% of core content teachers (Math / Science) complete HQIM training	Targeted training for core content areas	Complete			5/22/2026	August 6th inservice PD with ESC 14 , 10/31/2025 11/14/2025 1/5/2026 2/6/2026 3/6/2026		
	Robust professional development	Complete	September 2025	White / Neff / Cummings / Cartwright / Stevenson / Ritter / E. Martinez / Vera / Rauch / Gonzales	25-26 Professional Development Days - Schedule Region 14 providing PD for Algebra 1 on 9/10	September 15-16 - ESC 14 PLC/HQIM Math, September 10th, September 15th, September 26th (PD day)		
80% of core content teachers (Reading / Social Studies) complete HQIM training	Targeted training for core content areas	Complete			5/22/2026	August 6th inservice PD with ESC 14 , 10/31/2025 11/14/2025 1/5/2026 2/6/2026 3/6/2026		HS CommonLit and Writable TBD Aleida Juarez
	Robust professional development	Complete	September 2025	Gault / Lewis / Bailey / McCormick / Browning / Hermosillo / Schneider / H. Martinez / Thamez / Soliz	25-26 Professional Development Days - Schedule	September 15-16 - ESC 14 PLC/HQIM Math, September 10th, September 15th, September 22nd and 24th- CommonLit 360 with 9-12 RLA, September 26th (PD day)		Gore - ask ESC 14 to come for 1/2 day AM PD
Implement internalization protocols aligned to Bluebonnet (K-5 Math)	High-quality instructional materials	Complete				June 5, 2025; July 24, 2025; July 28, 2025 August 20 (Principal Meeting) August 21 (Asst. Prin. Meeting), 9/15 and 9/16 in PLCs with ESC 14, September 26th (PD day)	25-26 Pacing Calendars for Internalization + Handbook	Gore - meet with principals to look at evidence of this at September principal meeting
	Robust professional development	Complete	September 2025	Neff / Stevenson / Ritter / E. Martinez / Vera / Rauch / Gonzales	25-26 Professional Development Days - Schedule			ICs - be looking for evidence in PLCs
Implement internalization protocols aligned to Bluebonnet (K-5 RLA)	High-quality instructional materials	Complete				June 5, July 24, July 28 August 20 (Principal Meeting) August 21 (Asst. Prin. Meeting), 9/15 and 9/16 in PLCs with ESC 14, September 26th (PD day), October 31(PD day), November 14 (PD Day)	25-26 Pacing Calendars for Internalization + Handbook	Gore - meet with principals to look at evidence of this at September principal meeting
	Robust professional development	Complete	September 2025	Lewis / Browning / Hermosillo / Schneider / H. Martinez / Thamez / Soliz	25-26 Professional Development Days - Schedule			ICs - be looking for evidence in PLCs
Implement internalization protocols aligned to Bluebonnet (6-8 Math + Algebra I)	High-quality instructional materials	Complete				6/5/2025 August 20 (Principal Meeting) August 21 (Asst. Prin. Meeting), 9/15 and 9/16 in PLCs with ESC 14, September 26th (PD Day)	25-26 Pacing Calendars for Internalization + Handbook	Gore - meet with principals to look at evidence of this at September principal meeting
	Robust professional development	Complete	September 2025	White / Cummings / Cartwright	25-26 Professional Development Days - Schedule			ICs - be looking for evidence in PLCs
Implement internalization protocols aligned to Bluebonnet (6-8 RLA Amplify)	High-quality instructional materials	Complete				June 5, August 27 August 20 (Principal Meeting) August 21 (Asst. Prin. Meeting), September 10, 2025 (HS), September 15, 2025 (JH), September 16 in PLCs with ESC 14, September 26th (PD Day)	25-26 Pacing Calendars for Internalization + Handbook	Gore - meet with principals to look at evidence of this at September principal meeting
	Robust professional development	Complete	September 2025	Gault	25-26 Professional Development Days - Schedule	August 27 (RLA 6-8 Internalization Support with Alisa Leaf from ESC 14), September 26 with ESC 14		ICs - be looking for evidence in PLCs

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100% of secondary students have updated academic and career pathway plans (6-8)	Expand postsecondary readiness opportunities	In Progress	April 2026	Sherry Faulkenbery Daron Worrell Tommy Duncan				Tommy Duncan Sherry Faulkenbery - continue to make these a priority! (Added on 12/8). Duncan and Faulkenbery met on 1/30 for 26-27 electives. Getting meeting set up with Juarez for 8th grade exploration. (Added on 1/30)
	Roles to support student pathways	In Progress	April 2026					
100% of secondary students have updated academic and career pathway plans (9-12)	Expand postsecondary readiness opportunities	In Progress	April 2026	Emily Beaver, Mercedes Gutierrez, Tonia Rauch Daron Worrell				Aleida Juarez Emily Beaver Mercedes Gutierrez - continue to make these a priority! (Added on 12/8)
	Roles to support student pathways	In Progress	April 2026					
Increase student enrollment in dual credit, AP, industry certifications, and career prep programs by at least 5%	Expand postsecondary readiness opportunities	In Progress	May 2026	Emily Beaver Darryn Perryman Mercedes Gutierrez Tonia Rauch		Aleida Juarez - add dates for CCMR meetings we've been having (Gore added on 12/8)		Tonia Rauch Darryn Perryman Aleida Juarez - making sure this stays on your radar! (Added on 12/8)
	Roles to support student pathways	In Progress	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Primary in Math	High-quality instructional materials	Complete	May 2026	Aguirre, M. Lewis, A. McCormick, J. Gonzales, J. Rauch, H. Vera, E. Martinez	9/15 and 9/16 in PLCs with ESC 14	Kaylee Neff - ESC 14 dates? 9/15/2025-Rgn 14 Support 10/6/2025-Rgn 14 Support 1/30/2026-Rgn 14 Support	<a href="#">Math Google Form.</a>	
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Primary in Reading	High-quality instructional materials	Complete	May 2026	Aguirre, M. Lewis, A. McCormick, E. Soliz, Thamez, H. Martinez, Schneider	9/15 and 9/16 in PLCs with ESC 14	Rachel Lewis - ESC 14 dates? 9/15/2025 - ESC support 10/6/2025 - ESC support 1/30/2025 - ESC support	<a href="#">RLA Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Intermediate in Math	High-quality instructional materials	Complete	May 2026	Blanton; Solis; A. Ritter N. Stevenson	9/15 and 9/16 in PLCs with ESC 14	Kaylee Neff - ESC 14 dates? 9/15/2025-Rgn 14 Support 10/6/2025-Rgn 14 Support 1/30/2026-Rgn 14 Support	<a href="#">Math Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Intermediate in Reading	High-quality instructional materials	Complete	May 2026	Blanton; Solis, Hermosillo, Browning	9/15 and 9/16 in PLCs with ESC 14	Rachel Lewis - ESC 14 dates? 9/15/2025 - ESC support 10/6/2025 - ESC support 1/30/2025 - ESC support	<a href="#">RLA Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Junior High in Math	High-quality instructional materials	Complete	May 2026	Duncan, Cartwright		September 15 and 16- PLCs with ESC 14, September 26	<a href="#">Math Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at Junior High in Reading	High-quality instructional materials	Complete	May 2026	Duncan, McCormick		September 15 and 16- PLCs with ESC 14, September 26	<a href="#">RLA Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at High School in Math	High-quality instructional materials	Complete	May 2026	Juarez, Morton, Deryberry, Cummings		September 15 and 16- PLCs with ESC 14, September 26	<a href="#">Math Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					
Internalization protocols used consistently in pacing guides, PLCs, observations, and coaching at High School in Reading	High-quality instructional materials	Complete	May 2026	Juarez, Morton, Deryberry, Bailey		September 15 and 16- PLCs with ESC 14, September 26	<a href="#">RLA Google Form.</a>	25-26 Pacing Calendars for Internalization + Handbook PLC Coaching Resource Hub - Bluebonnet TEA & ESC 14 Protocols
	Enhance instructional support systems	Complete	May 2026					

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Goals	Indicator of Success	Measurement?	Deadline	Project Owner	KPI Date(s) Planned	KPI Date(s) Completed	Links	Notes
80% of teachers complete training on the instructional framework and aligned strategies for Math	Curriculum internalization	Complete	Sept. 30th, 2025	White / Neff / Cummings / Cartwright / Stevenson / Ritter / E. Martinez / Vera / Rauch / Gonzales		Instructional Frameworks Email to All Staff 08.30.25, 9/16/25 AM and PM for secondary math, September 10 and September 11 for elementary math, September 16 for secondary math, September 11&15 for K-5 RLA	25-26 Instructional Frameworks for Snyder ISD <a href="#">Instructional Frameworks</a>	Jeremy Aguirre - add date after next PLC Lead meeting
	Instructional planning practices					September 26th (PD day)	25-26 Professional Development Days - Schedule	
80% of teachers complete training on the instructional framework and aligned strategies for Reading	Curriculum internalization	Complete	Sept. 30th, 2025	Gault / Lewis / Bailey / McCormick / Browning / Hermsillo / Schneider / H. Martinez / Thamez / Soliz		Instructional Frameworks Email to All Staff 08.30.25, September 26th, September 11 and September 15 for elementary RLA, September 9 AM and PM for secondary RLA, September 11&15 for K-5 RLA	25-26 Professional Development Days - Schedule	Jeremy Aguirre - add date after next PLC Lead meeting
	Instructional planning practices					September 26th (PD day)		
80% of administrators complete training on the instructional framework and aligned strategies for Math and Reading	Curriculum internalization	Complete	Sept. 30th, 2025	Gore + ICs / Principals		September 17th (principal meeting), September 18th (AP meeting), ICs early in September		
	Instructional planning practices					August 26, 2025		
Launch a differentiated PD plan aligned to instructional goals, Strategic Plan, and CIPs	Curriculum internalization	Complete	Sept. 30th, 2025	Gore + ICs / Principals		PD plan launched in early September	25-26 Professional Development Days - Schedule	
	Promote data-driven instruction					September 10, September 11, September 15		
Coaches receive training in adult learning, coaching, and leadership	Build coaching capacity	Complete	Oct. 31, 2025	Gore + ICs		September 8, September 10, September 15, September 16, September 19, September 22, September 25, October 6, October 7, October 13, November 17, December 3-4, January 13, January 30, Ongoing support with ESC 14, MPA dates: 10/28, 11/3, 11/17, 2/9/26, 3/2/26, 3/11/26	Instructional Coaches - Running 1:1 Agenda	Recurring 1:4 training (at least 1x weekly), GBF walks every 2 weeks with principals
	Clarify coaching roles and assignments	Complete				2025-2026 Snyder TILU/SFI Check-in Rolling Agenda	ICC Conference Lead4Ward Conference	
PLC Leads at Primary receive training in adult learning, coaching, and leadership	Build coaching capacity	Complete	Oct. 31, 2025	Aguirre, Soliz, Gonzalez, Thamez, Rauch, H. Martinez, Vera, Schneider, E. Martinez		June 5, July 9, September 22	25-26 PLC Leads / Dept. Chairs PLC Agenda 25-26	Gore emailed principals on 9/7 for invite to DC / PLC Lead meeting week of 9/29
PLC Leads at Intermediate receive training in adult learning, coaching, and leadership	Build coaching capacity	Complete	Oct. 31, 2025	Blanton, Hermsillo, Browning, Ritter, Stevenson		June 5, July 9, October 1	25-26 PLC Leads / Dept. Chairs	Gore emailed principals on 9/7 for invite to DC / PLC Lead meeting week of 9/29
	Clarify coaching roles and assignments						<a href="#">SIS PLC Lead Agenda</a>	
Department chairs at Junior High receive training in adult learning, coaching, and leadership	Build coaching capacity	Complete	Oct. 31, 2025	Duncan, Chavez, Moore, Martinez, McCormick, Cartwright		June 5, July 9, October 2	25-26 PLC Leads / Dept. Chairs	Gore emailed principals on 9/7 for invite to DC / PLC Lead meeting week of 9/29
	Clarify coaching roles and assignments						<a href="#">JH PLC</a>	
Department chairs at High School receive training in adult learning, coaching, and leadership	Build coaching capacity	Complete	Oct. 31, 2025	Juarez, Cummings, Bailey, Clark, Hughes, Lewis, Perryman, Martin		June 5, July 9, September 17, September 22, October 2	25-26 PLC Leads / Dept. Chairs	Gore emailed principals on 9/7 for invite to DC / PLC Lead meeting week of 9/29
	Clarify coaching roles and assignments						<a href="#">DC Agenda for HS</a>	
Finalize and communicate clear roles and expectations for instructional leaders	Clarify coaching roles and assignments	Complete	November 2025	Gore		July 13-14	July 2025 - Instructional Coach Job Description, stock 2025: SpEd Department Chair (Grades 6-12) - Job Description 2025: CTE Department Chair (Grades 6-12) - Job Description 2025: Fine Arts Department Chair (Grades 6-12) - Job Description 2025 JD: Department Chairs + PLC Leads (Core Content)	

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Goals	Indicator of Success	Measurement?	Deadline	Project Owner	KPI Date(s) Planned	KPI Date(s) Completed	Links	Notes
Standardize observation/feedback systems across Primary	Promote data-driven instruction	Complete	November 2025	Aguirre, Neff, R. Lewis	Schedule every two weeks.	August 22, 2025, September 4, 2025, October 2, 2025, October 15, 2025, November 6, 2025, November 13, 2025, December 4, 2025, December 11, 2025, January 9, 2026, January 20, 2026, January 22, 2026	SPS Classroom Walkthroughs - Tracking 25-26, Copy of Snyder Q2 O/F <a href="#">Walkthrough Observation Forms-Math RLA Walkthrough Observation Form</a>	
Standardize observation/feedback systems across Intermediate	Promote data-driven instruction	Complete	November 2025	Blanton, Neff, Lewis	Schedule every two weeks.	August 22, 2025, September 5, 2025, October 1, 2025, October 14, 2025, October 29, 2025, November 13, 2025, December 3, 2025, December 9, 2025, January 9, 2026, January 22, 2026	SIS Classroom Walkthroughs - Tracking 25-26, Copy of Snyder Q2 O/F <a href="#">Walkthrough Observation Forms-Math RLA Walkthrough Observation Form</a>	
Standardize observation/feedback systems across Junior High	Promote data-driven instruction	Complete	November 2025	Duncan, White, Gault	Schedule every two weeks.	August 22, 2025, September 4, 2025, October 2, 2025, October 13, 2025, October 27, 2025, November 10, 2025, December 8, 2025, January 8, 2026, January 22, 2026	SJHS Tiger Tracks, 25-26 Tight / Loose <a href="#">RLA Walkthrough Observation Form</a> , <a href="#">Walkthrough Observation Form-Math</a>	
Standardize observation/feedback systems across High School	Promote data-driven instruction	Complete	November 2025	Juarez, White, Gault, Cummings, Bailey	Schedule every two weeks.	August 19, 2025, September 2, 2025, October 3, 2025, October 14, 2025, October 27, 2025, November 11, 2025, December 8, 2025, January 14, 2026, January 22, 2026	HS Classroom Walkthroughs - Tracking 25-26, 25-26 Tight / Loose <a href="#">RLA Walkthrough Observation Form</a>	
Standardize observation/feedback systems across the district	Promote data-driven instruction	Complete	November 2025	Cabinet, Principals, ICs		August 13, 2025, September 10, 2025, October 8, 2025, November 12, 2025, January 22, 2026, March 11, 2026	Instructional Rounds Schedule for 08.13.25 Instructional Rounds Schedule - 09.10.25 <a href="#">Instructional Rounds 11.12.25</a> <a href="#">Instructional Rounds 1.22.26</a> 25-26 Tight / Loose	
Promote data-driven instruction	Promote data-driven instruction	Complete	Ongoing	Cabinet, Principals, ICs, and teachers		September 26, 2025, October 31, 2025, November 14, 2025, January 5, 2026, February 6, 2026, March 6, 2026	Data Tracker HUB with Links 25-26 Professional Development Days - Schedule, 25-26 Tight / Loose "At Bats" in PLCs - February 2026	Mari Gault, Rachel Lewis, Kaylee Neff, Jessica White - any new links for this? It's ongoing, but let's keep it updated as we roll throughout the year! <a href="#">Gore added on 1/30</a> .
Review role clarity quarterly in alignment with district priorities	Clarify coaching roles and assignments	Complete	November 2025	Principals + ICs		October 27, 2025, December 8, 2025, December 10, 2025, December 16, 2025, February 4, 2026, April 19, 2026	Scheduled with Principals (Dec 15th-19th) 1:1 Meetings	SPS conducting 1:1 meetings with all staff (specifically PLC leads for role clarity)
Implement a leadership competencies rubric aligned to TIL and T-PESS	Build coaching capacity	Complete	January 2026	Gore + Principals			Snyder ISD - TIL MIA Principal Action Steps 2025-2026	
90% of core-content teachers participate in two or more PD sessions aligned to their role and experience for Primary	Curriculum internalization	Complete				September 26, October 31, 2025, November 14, 2025		
						September 11, September 15, September 26, October 31, 2025, November 14, 2025, January 5, 2026, January 20, 2025, February 3, 2026, February 6, 2026, March 6, 2026	Strategic Plan (EDF) Supports: Sign-In (Responses) <a href="#">25-26 PD Day Schedule</a> Done with Zeros Workshop	Neff Small Groups PD Blitz 11/14 Neff/Lewis: Wait/Think Time PD (Feb 3, 2026) Neff: Math Problem-Solving (PLC Lead 1/21/26; PLC's (2/6/26)
	Curriculum internalization	Complete	May 2026	Aguirre, Neff, R. Lewis		September 26, October 31, 2025, November 14, 2025		

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90% of core-content teachers participate in two or more PD sessions aligned to their role and experience for Intermediate	Build coaching capacity	Complete	May 2026	Blanton, Neff, Lewis		September 11, September 15, September 26, October 31, 2025 November 14, 2025 January 5, 2026 January 20, 2026 February 3, 2026 February 6, 2026 March 6, 2026	Strategic Plan (EDF) Supports: Sign-In (Responses) <a href="#">25-26 PD Day Schedule</a>	9/29 - 2/3 Science team attending Science training @ ESC. 9/26 - All core participated in Internalization and Data Analysis training Neff Small Groups PD Blitz 11/14 Neff/Lewis: <a href="#">Wait/Think Time</a> PD (Feb 3, 2026) Neff: Math <a href="#">Problem-Solving</a> (PLC Lead 1/21/26; PLC's (2/8/26)
	Curriculum internalization	Complete				September 26, October 29, 2025	Done With Zeroes Workshop 10/29	
90% of core-content teachers participate in two or more PD sessions aligned to their role and experience for Junior High	Build coaching capacity	Complete	May 2026	Duncan, White, Gault		September 2 2025, September 26 2025, October 31 2025, November 14, 2025, January 5, 2026	Strategic Plan (EDF) Supports: Sign-In (Responses)	
	Curriculum internalization	Complete				October 29, 2025		
90% of core-content teachers participate in two or more PD sessions aligned to their role and experience for High School	Build coaching capacity	Complete	May 2026	Juarez, White, Gault, Cummings, Bailey		September 2, 2025, September 26, 2025, October 9 2025, October 31 2025,	Strategic Plan (EDF) Supports: Sign-In (Responses) Done With Zeroes Workshop 10/29	
At least 50% of teachers receive job-embedded support	Promote data-driven instruction	Complete	May 2026	ICs		September 24, 2025 September 26, 2025 October 31, 2025 November 14, 2026 January 5, 2026 February 6, 2026 March 6, 2026 February 2026	25-26 Professional Development Days - Schedule Strategic Plan (EDF) Supports: Sign-In (Responses) Pacing your Lesson to include Tier 2 & 3 <a href="#">At Bats</a>	How do we want to document this?
100% of principals and assistant principals participate in at least two leadership development sessions	Promote data-driven instruction	Complete	May 2026	Gore + Principals		August 20, 2025, August 21, 2025, September 3, 2025, September 17, 2025, September 18, 2025, October 23, 2025, October 24, 2025, November 19, 2025, December 10, 2025, January 21, 2026	25-26 Principal Meeting: Running Agenda 25-26 Assistant Principal Meetings: Running Agenda	

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Launch a recruitment and selection toolkit aligned to diversity and hiring needs.	Recruitment and selection	Complete	February 2026	Kalum McKay	October, December, January	Meeting October RedRover/December 1 on 1		
Identify and mentor at least 5 aspiring leaders through a formal cohort.	Growth and retention	Complete	April 2026	Kalum McKay, Aleida Juarez , Tommy Duncan, DeeAnna Blanton, Jeremy Aguirre	Monthly	Principal meetings		
100% of principals and assistant principals participate in at least two leadership development sessions.	Growth and retention	Complete	May 2026	Kalum McKay Jessica Gore	October, February, April			Kalum McKay - I think this can be complete. They do TASSP, TEPSA, plus monthly principal and assistant principal meetings! (Added on 12/8)
Launch a leadership development pipeline.	Growth and retention	Complete	May 2026	Kalum McKay	Monthly	AP Meetings		Kalum McKay - our AP meetings? Maybe we could beef up with a comparison of AP v principal job description? Mock interviews with feedback? (Added 12/8)
Implement comprehensive recruitment, growth, and retention plan	Growth and retention	Complete	June 2026	Kalum McKay	Monthly	Self Planning		
Conduct exit and stay interviews with at least 90% of resigning or returning staff.	Growth and retention	Complete	June 2026	Kalum McKay Valerie Morris	April, May, June	March to develop template		Kalum McKay - template for these? How are we tracking data?
95% of core-content roles filled by certified teachers.	Intentional roles and staffing	In Progress	June 2026	McKay/Starnes/Principals	Monthly with current staff	Staffing meetings and monthly with uncertified	25-26 Cert Support from Starnes (Responses) Uncertified Tracking for 25-26 (McKay/Starnes )	Kalum McKay - where do we sit now as of December 2025?
Enroll at least 5 teacher candidates in "Grow Your Own" program.	Recruitment and selection	Complete	June 2026	Kalum McKay Kellye Starnes	January, February, March, April, May	Starnes Meetings		