

# **CEDARS INTERNATIONAL ACADEMY**

**Cedars International Next Generation High School**

**Campus Improvement Plan**

**2017-2018**

**NCLB Comprehensive Needs Assessment Summary of Priority of Needs & CIP  
2017-18  
TAPR**

	2016-17
Total # of students	83
AA	15
Hispanic	21
White	38
Native Am	4
Asian/Pacific Island	5
Economically Disadvantaged	55
LEP/ESL Students	20
Special Education	7
At Risk Students	24
Gifted and Talented	



CINGHS School

	2016-17
Instructional Staff	11
Average yrs of exp	6.0 vs. 23.0
Actual Teach Avg Salary	\$45,086 vs. \$50,715
Teach Turnover rate	<1

**Highly Qualified**

**As of 8-31-16 100% of teachers are HQ**

**High School Student Culture Survey**

**file:///Users/ARIE/Downloads/HS%20Student%20School%20Culture%20Survey%20-%202017%20feb.pdf**

**Teacher Professional Development Survey (SAI): Will be given August 2017**

**Parent Satisfaction Survey: Will be given August 2017**

## Cedars International Next Generation High School Site Base

Name	Position
Diaz, Mark	District Manager
Steven Zipkes	Campus Principal
Stephanie Ehler	Staff Rep
Stuart Ray	Teacher
<b>Sarah DiMaria</b>	<b>Teacher</b>
<b>Stacy Zipkes</b>	Parent
Julie LaChance	Parent
<b>Benjamin Legunas</b>	<b>Student</b>
Nina	Student Council Rep

## Cedars International Next Generation High School

**Goal 1. Program Collaboration (PER 6, 31, NCLB- M, T, U, V): Meaningful documented collaboration will occur in planning Title II, Part A; Title III Part A;**

**SDFSC**

**Performance Objective 1:**

- Improve teacher retention through collaborative opportunities
- Collaborate to monitor student progress

**Summative Evaluation:** Retention rate of campus staff

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Increase campus morale through monthly teacher celebrations, STEM teacher of the Year, and Leadership opportunities (Target Group: All) (NCLB: 1,2,3,5)	Principal		Monthly	Summative - Positive energy and teacher celebrations throughout the month				
2) Provide support to teachers Target Group: All) (NCLB: 1,2,3,5)	Principal, Dean of Curriculum and Instruction		Throughout the year	Summative – Walkthroughs, PD feedback forms, and EOY survey, discipline and resource survey				
3) Provide time and resources for collaboration (Target Group: All) (NCLB: 1,2,3,5)	Principal and Dean of Curriculum and Instruction		Throughout the year	Summative – Schedule				

4) Ensure respectful professional environment including child to child, adult to child, and adult to adult interactions (Title I SW: 1,8) (Target Group: All) (NCLB: 1,2,3,5)	Superintendent, Principal, Dean of Curriculum and Instruction Principals, teachers and staff		Throughout the year	Summative - Survey				
5) Assign new teachers a mentor and opportunity to attend Think Global PBL Academy (Target Group: All) (NCLB: 3)	Principal		Throughout the year	Summative - Agendas				

**Goal 2. Parental Involvement (PER 22, 24, 25, 26): Outstanding Parental involvement will occur.**

**Performance Objective 1:**

- Improve communication with parents and community by encouraging more involvement and support of Cedars activities as measured by the number of parents and community members who attend school events, PTO meetings, and provide assistance for school programs.

**Summative Evaluation:** 5% increase in parent participation at school events based on volunteer hours.

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Ensure each teacher provides parents with communication on a monthly basis or as needed to support. (Target Group: All)	Teachers and Principal and Dean of Curriculum and Instruction		Throughout the year	Summative - Monthly newsletter distributed to parents				

(NCLB: 1, 2, 4, 5)								
2) Cedars will have monthly Parent Involvement Committee Meetings to illustrate the instructional staff's dedication to working with parents and community. (Target Group: All) (NCLB: 1, 2, 4, 5)	Principal, teachers, and PIC (all parents)		Throughout the year	Summative - Board notes				
3) Conduct a STAAR/EOC night in the Fall to inform parents the rigor of the assessment. (Target Group: All) (NCLB: 1, 2, 4, 5)	Principal, teachers and Specialists		Fall/Spring	Summative - Agenda				
4) Conduct positive phone calls the first month of school to establish rapport with parents. (Target Group: All) (NCLB: 1, 2, 4, 5)	Teachers		Beginning of the year	Summative - Parent Communication Log				
5) All parents will be welcome to visit the classrooms and encouraged to sit on panels for student presentations (Target Group: All) (NCLB: 1,	Teachers		Throughout the year	Summative - Volunteer forms				

2, 4, 5)								
6) Host educational parent nights (Target Group: All) (NCLB: 1, 2, 4, 5)	Principal, Dean of Curriculum and Instruction, and teachers	General Funds Local Parent	Fall/Spring	Summative – Flyers and newsletters				
7) Invite parents to volunteer on campus. (Target Group: All) (NCLB: 1, 2, 4, 5)	Principal		Throughout the year	Summative – Sign-In sheet				
8) Conduct Meet the Teacher night CINGHS (Target Group: All) (NCLB: 1, 2, 4, 5)	Superintendent, Principal, and Dean of Curriculum and Instruction and Teachers		September	Summative - Sign-In sheets				
9) Host parent orientation for all grade levels to go over handbook (Target Group: All) (NCLB: 1, 2, 4, 5)	Superintendent, Principal, and Assistant Principal	General Funds Local Parent	August	Summative - Sign-In sheets				
10) Use social media, school website, teacher newsletter and Remind 101 to inform parents of school events. (Target Group: All) (NCLB: 1, 2, 4, 5)	Principal, Dean of Curriculum and Instruction, and teachers		Throughout the year	Summative – Volunteer hours				
11) District will develop a District improvement plan which will address parental involvement, professional	Counselor(s), ELL Coordinator, Food Service Coordinator, Instructional		Annually	Summative -DIP				

development, HQ, SDFSC among others. TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,4,5)	Facilitator, PE and Health Teacher, Principal, Superintendent (s), Teacher(s)							
12) District will call parent meeting in August and September to address PER22 and NCLB V and TAIS Continuous Improvement Process and other matters requiring parental consultation TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,4,5)	Principal, Superintendent	(F)Title I Part A, (O)Local Parent	Every Aug and Sept	Summative - Agendas				
13) District will continue to translate documents into appropriate languages. TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,4,5)	Principal, Superintendent		Annually	Summative - Documents				
14) Written information regarding the rights of parents to request info. will be distributed at the parent meetings (Title	Superintendent		Beginning of the year	Summative - Notification is available				



I SW: 1,6) (Target Group: All) (NCLB: 1,2,3,4,5)								
15) Professional development will occur during the first week of August In-service and will discuss parental involvement TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,4,5)	Principal, Assistant Principal, Specialists, Superintendent		August	Summative - Agenda				
16) Notify Parents of access to students' grades via Echo TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,4,5)	Principal, Superintendent		Beginning of the year	Summative – Flyers and newsletters				
17) Ensure parents receive parent handbook at the beginning of the year	Principal, Superintendent	(F) Title I, Part A 6300	Beginning of the year	Sign-in				
18) Governance Council will review the CIP at least 50% of the meetings. Annual Parent meeting will include a review of the CIP (Title I SW: 6) (Target Group: All) (NCLB: 1,2,3,4,5)	Superintendent	Title I Part A	Beginning and Throughout the year	Summative - Governance Council and Beginning of year agendas TAPR and STARR Results				
19) Teacher career	Counselor,	Title I Part A	January	Summative - Feedback from				

and college awareness to CINGHS students to promote college readiness by having a college/career day in the Fall. TAIS Continuous Improvement Process Target Group: All) (NCLB: 1, 2, 3, 5)	Social Worker, Principal, teachers			community members, students, and teachers				
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**Goal 3. SFDC: Policy (PERS 41): Clear guidance will be given to the district regarding policies especially those campuses identified persistently dangerous. NCLB T: Programs, strategies, and activities implemented for youth are evaluated periodically to assess progress toward reducing violence and illegal drug use.**

**Performance Objective 1:**

- Student sense of safety will increase annually by 5% resulting in student achievement increase by 5% above minimum standards.

**Summative Evaluation:** Survey Results

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Student sense of safety base line data will be taken via a survey. TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Principal		Spring of each year	Summative - Meetings				
2) In the campus	Superintendent,		Annually	Summative – Survey results				

improvement plan the Governance Council will work with the district in creating surveys to measure sense of well-being. (Title I SW: 1,2,6,8,9,10) (Target Group: All) (NCLB: 4)	Governance Council							
3) Surveys will be utilized to be used as objective data related to the incidence of violence and illegal drug use. TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Counselor(s), Principal, Superintendent(s)		Annually	Summative – Survey results				
4) Evaluation of program will be conducted by Counselor TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Counselor(s)		Spring	Summative – Evaluation occurred				
5) Counselor will meet with students on a regular basis to discuss conflict resolution and address bullying. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 4)	Counselor(s)		Throughout the year	Summative – Counselor Schedule				
6) Rules explained by teachers at their level. TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Principal, Teacher(s)		Beginning of the year	Summative - Principal walkthroughs				

7) Health class teach bullying lesson TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Counselor(s), PE and Health Teacher, Principal		Annually	Summative -Lesson Plans				
8) Core values, vision, and mission statement will be promoted among staff, faculty and parents TAIS Continuous Improvement Process (Target Group: All) (NCLB: 4)	Counselor(s), Principal, Superintendent(s)		Annually	Summative - Agendas				

**Goal 4. Create a highly Qualified Staff (PER 28, NCLB-A, B, BB)**

**Performance Objective 1:**

- Teacher retention will indicate a 10% increase resulting in student achievement 5% above minimum standards

**Summative Evaluation:** Teacher retention rate at the end of the year

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Provide retention stipends in March. Data: 33% Turnover	Superintendent	(F)Title II, Part A	Spring	Summative - Retention bonus				

2015-2016 (Title I SW: 4,5) (Target Group: All) (NCLB: 3)								
2) Professional Development opportunities will be offered (Title I SW: 1,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Principal, Superintendent	(F)IDEA Part B, (F)Title I Part A, (F)Title II Part A, (F)Title III Part A, (S)General Charter Funds	Throughout the year	Summative - PD list of attendees				
3) Pay for Teachers and paras to be HQ & ESL certified if needed (Title I SW: 2,3,4,5,9,10) (Target Group: All) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Superintendent	(F)Title II Part A Title III Part A	Throughout the year	Summative - Report				

**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 1:**

- 80% of students in grades 8 will meet state standard on the 2017 STAAR assessments.
- 80% of students in grades 9,10,11 will meet state standard on the 2017 EOC assessments.
- 80% of students in grades 8-11 will show a growth of 25% on DMAC EOY Benchmark

**Summative Evaluation:** 2017 State Accountability Results in all areas, End of Year Assessment

Formative Review

Activity/Strategy	Person(s)	Resources	Timeline	Evidence that	Yr.	Yr.	Yr.	Yr.
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	Responsible			Demonstrates Success	1	2	3	4
1) Implement the Writing Academy Curriculum and pacing guide to ensure academic success in TAIS Continuous Improvement Process Writing (Target Group: All) (NCLB: 1,2,3,5)	ELA, Teachers, Principal		Throughout the year	Summative –STAAR Results Summative - Walkthroughs				
2) Increase writing across content area TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,5)	ELA Teachers		Throughout the year	Summative - Walkthroughs				
3) Implement writing focus each month and collect a writing sample bi-monthly TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,5)	ELA Teachers, Dean of C&I Principal, Dean of C&I		Monthly	Summative – Monthly Writing Samples				
4) Provide 1 full-time Reading Specialist for implementing Tier 2 and Tier 3 targeted intervention for identified students reading below grade level as determined by Universal Screener, 2015 STAAR results, and other campus data sources Target Group: All) TAIS Continuous Improvement Process (NCLB: 1, 2, 3, 5)	Superintendent, Principal		Throughout the year	Summative – TPRI, DRA, Benchmark Data				

5) PBL TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,3,5)	Teachers		Throughout the year	Summative – Benchmark and STAAR/EOC Results				
6) Provide students with resources such as visual aides, thinking maps, manipulatives, anchor charts, and hands-on material to complement the District curriculum to increase performance for at-risk students on state and district assessments TAIS Continuous Improvement Process (Target Group: All) (NCLB: 1,2,4,5)	Principal, PBL ELA teachers, ESL specialist		Throughout the year	Summative – Walkthroughs				
7) Purchase technology to support strategic initiatives. (Target Group: All) (NCLB: 1,2,4,5) (Target Group: All) TAIS Continuous Improvement Process	Superintendent, Principal and Assistant Principal	(S)Chapter 41 Redistribution of funds, (S)General Charter Funds Title III Part A	Throughout the year	Summative – Budget Reports				
8) Conduct PLC data meetings with Dean of C&I, principal to determine students in need of assistance TAIS Continuous Improvement Process Target Group:	Principal, Reading Specialist, ESL Specialist, Teachers		Throughout the year	Summative - Data meeting notes Summative –Notes from teachers				

All) (NCLB: 1, 2, 3, 5)								
9) Consistent progress monitoring from teachers of identified students in need. TAIS Continuous Improvement Process, Group: At-risk) (NCLB: 1, 2, 3, 5)	Teachers		Throughout the year	Summative - Progress monitoring data in DMAC				
10) Provide a Think Global PBL Coach to assist in implementing PBL to fidelity and increasing student achievement in reading, math, writing, science, and social studies. (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,5)	Superintendent	Title I Part A	Throughout the year	Summative – STAAR Results				
11) Provide dyslexia interventions through Wilson Program. (Title I SW: 2,4) (Target Group: All) (NCLB: 1,2,3,5) TAIS Continuous Improvement Process	504 Specialist		Throughout the year	Summative – Evidence of training				
12) Purchase appropriate STAAR material in order to improve student performance on STAAR to highest rating. (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	ESL Specialist, Reading Specialist, Principal, Special Ed Teachers, Superintendent(s)	(F)IDEA Part B, (F)Title I Part A, (F)Title II Part A, (S)General Charter Funds	Throughout the year	Summative – STAAR Results				
13) Utilize Measuring Up	PBL MATH AND	(F) Title II	Throughout	Summative – STAAR				



Assessment Bank for Aligned Common Assessments in Reading and Math. (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,4,5)	ELA Teachers	Part A	the year	Results				
17) Provide after school tutorials and STARR/EOC prep	Principal, Dean of C&I, PBL Teachers		During the year					

**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 2:**

- Utilize Response to Intervention principles to identify and support students at-risk and strengthen classroom instruction.

**Summative Evaluation:** 80% achievement at each STARR and EOC Assessment .

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Conduct RTI meetings every nine weeks to identify students at risk and prescribe interventions. TAIS Continuous Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	All CINGHS Teachers, Principal, 504 Specialist,, ESL Specialist, SPED Teacher		Every six weeks	Summative - RTI Agenda				
2) Utilize universal screenings to identify at-risk students and track progress of interventions using DMAC. TAIS	Teachers		3 times a year	Summative - Data in DMAC				

Continuous Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)								
3) Use Data Driven Teacher Created Authentic PBL projects as a Tier II and Tier III student reading intervention. TAIS Continuous Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	Reading and ESL Specialist	Title I Part A	Throughout the year	Summative – Intervention notes				
4) Use before, during, and after school tutorials as an intervention for students identified through RTI committee. (Title I SW: 1,2,3) (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5) TAIS Continuous Improvement Process	Teachers, Specialists, and Principal	Title I Part A	Throughout the year	Summative - Schedules				
5) Use RTI Workshop time as an intervention for student identified through RTI committee. (Title I SW: 1,2,3) (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5) TAIS Continuous Improvement Process	Teachers and Specialists		Throughout the year	Summative – RTI workshop notes				
6) Train teachers on RTI Process TAIS Continuous	Principal and Assistant		Fall	Summative – Agenda				

Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	Principal							
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**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 3:**

- Implement, monitor, and evaluate an aligned curriculum and assessment program that is rigorous, data driven, and relevant.

**Summative Evaluation:** 2017 State Accountability Results in all areas, End of Year Assessment

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Provide Elm/MS teachers with PBL Training and coaching. (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,5)	Principal and PBL Coach	Title I Part A	Throughout the year	Summative - Coaching conference notes				
2) Utilize Think Global PBL coach to assist in designing rigorous, relevant, and authentic learning units for K-7 students.	PBL Coach		Throughout the year	Summative - PBL Units				
3) Create and implement an assessment calendar for the 2017 - 2018 school year.	Principal		Fall	Summative - Calendar				
4) Each content will	Teachers		Throughout	Summative - Data in DMAC				

disaggregate data using DMAC to identify areas of need and develop a plan to address those needs. TAIS Continuous Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)			the year					
5) CINGHS PBL teachers will implement small group instruction, technology integration, and workshops that address rigor of all learners TAIS Continuous Improvement Process (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	Teachers		Throughout the year	Summative – Intervention notes				
6) SHAC meetings will be held in the development of the health program (Target Group: All) (NCLB: 1,2,3,4,5)	SHAC Committee		Throughout the year	Summative – SHAC Agenda				
7) Conduct SAI Survey (Target Group: All) (NCLB: 1,2,3,4,5)	Principal	(S) General Fund	Fall and Spring	Summative – SAI Results				
8) Students will learn and understand about healthy living.	SHAC Committee		Throughout the year	Summative – SHAC Agenda				

**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 4:**

- Special education and LEP students will increase met percentage by 10% on 2017 STAAR test.

**Summative Evaluation:** 2017 State Accountability Results

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Provide a refresher training on ESL strategies and ELPS toolkit to all classroom teachers and instructional aides (Title I SW: 2,3,9) (Target Group: ESL, LEP) (NCLB: 1,2,3) TAIS Continuous Improvement Process	ESL Specialist	Title III Part A	Throughout the year	Summative - Walkthroughs				
2) Provide TELPAS and TOP rater training for all classroom teachers. Provide ongoing assessment of LEP's language acquisition (Title I SW: 2,3,9) (Target	ESL Specialist and Counselor		Throughout the year	Summative - Certificate of completion				

Group: ESL, LEP) (NCLB: 1,2,3) TAIS Continuous Improvement Process								
3) Monitor and make decisions based on sped benchmarks. (Title I SW: 2,9) (Target Group: SPED) TAIS Continuous Improvement Process (NCLB: 1,2,3,4,5)	Principal, Special Ed Teachers	(S)General Charter Funds	Throughout the year	Summative – STAAR Results and PBMAS reports				
4) Staff training at ESC in procedures, compliance and instruction. (Title I SW: 2,3,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Principal, Special Ed Consultant, Special Ed Teachers ESL Specialist	(F)Title III Part A	Throughout the year	Summative - Registrations				
5) Continue to Hire consultant and other sped professional to assist SPED program. The consultant will work on compliance issues as well as: identifying strengths and weaknesses in instructional practices; STAAR assessment verification, scheduling resources to meet the student’s IEP’s, working with objectives and goals, ensuring compliance with special education laws, identifying, scheduling,	Superintendent(s)	(S)General Charter Funds R	Throughout the year	Summative – Consultant List				

and at times providing PD; giving suggestions for necessary materials, monitoring, recording, and accounting to the Texas Education Agency (TEA) (Title I SW: 2,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process								
6) Differentiate instruction for identified populations: GT, 504, SPED, At-Risk, Dyslexia, Speech, LEP, and others. (Title I SW: 1, 3, 9) Target Group: At-Risk) (NCLB: 1, 2, 3, 5) TAIS Continuous Improvement Process	Teachers,		Throughout the year	Summative – Walkthroughs				
8) Provide intensive social and academic vocabulary instruction for development for ELL and LEP students (Title 1, SW: 1, 2, 9) (NCLB:2) (NCLB: 1, 2, 4, 5) TAIS Continuous Improvement Process	ESL Specialist		Throughout the year	Summative – Formative and Informative assessment data				
9) Provide intense, extended, intervention for at-risk students including STAAR/EOC failures as well as students	Reading Specialist, ESL Specialist, Special Education Director		Throughout the year	Summative – STAAR Results Summative - Schedules				

identified subgroups such as ELL and Special Education. (Title I SW: 1,2,3,8,9) (Target Group: 8,9,10,11) (NCLB: 1,2,4,5) TAIS Continuous Improvement Process								
10) Hire Special Education staff to assist in special education support (Brito) (Title I SW: 2,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Superintendent, Principal	(F) Title I, Part A	Throughout the year	Staff Roster				
11) Provide Bilingual and ESL Stipends for Dixon/Reed	Superintendent	(F) Title II, Part A						
14) Ensure the immigrant children are provided enhanced opportunities (Title I SW: 9,10) (Target Group: ESL, LEP) (NCLB: 1,2) TAIS Continuous Improvement Process	Counselor(s), ESL Specialist, Food Service Coordinator, Principal	(F) Title III Part A	August through July	Summative - Summer School program Flyers				

**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 5:**

- Create and provide quality professional development

**Summative Evaluation:** PD Evaluation

Formative Review



Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) 100% of teachers will be trained in facilitating writing strategies and deeper PBL strategies (Title I SW: 1,2,4,8) (Target Group: All) (NCLB: 1,2,3,5)	Principal, Assistant Principal		Beginning of the year	Summative –Evidence of training				
2) Provide teachers with Training and coaching. (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,5)	Principal, PBL Coach, Specialist		Throughout the year	Summative - Coaching conference notes				
4) Provide professional development for teachers in identified needs, including instructional strategies that increase/enhance student engagement. (Title I SW: 1,2,4,8) (Target Group: All) (NCLB: 1,2,3,5)	Principal, Superintendent, Assistant Principal	Title II Part A	Throughout the year	Summative - Schedule				
5) Train teachers on inclusion and how to differentiate learning for special education students. (Title I SW: 1, 2, 9) Target Group: SPED) (NCLB: 1, 2, 3, 5) TAIS Continuous Improvement Process	Special Education Director		Throughout the year	Summative – PD Agenda				
6) Train teachers on use of anchor charts to increase student	ESL Specialist		Throughout the year	Summative – PD Agenda Summative - Walkthroughs				

achievement of ELL students. (Title I SW: 1, 2,4) Target Group: ELL) (NCLB: 1, 2, 3, 5) TAIS Continuous Improvement Process								
28) Modeling of reading, writing, and problem solving strategies for ALL students, especially Special Ed, ELL, At-risk and GT (Title I SW: 1,2,3,9) (Target Group: All, LEP, SPED, GT, At-risk) (NCLB: 1,2,5) TAIS Continuous Improvement Process	Specialists, teachers, and Principal, Dean of C&I		Throughout the year	Summative - walkthroughs				
29) Staff training at ESC in procedures, compliance and instruction. (Title I SW: 2,3,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Principal, Dean of C&I, Special Ed Teachers	(S)General Charter Funds	Yearly	Registrations				
30) Increase leadership development by providing staff to participate in campus-decision making committee and other committees on campus (Title I SW: 1,8) (Target Group: All) (NCLB: 1,2,3,5)	Principal		Throughout the year	Summative – Sign-In Sheet				

31) Classroom teachers and Administrators will be trained in Sheltered instruction to improve English Language Proficiency TAIS Continuous Improvement Process	ESL Specialist	(F) Title III, Part A						
32) ESL Specialist will attend training on rules, regs, and Director Training to improve ELL program TAIS Continuous Improvement Process	ESL Specialist	(F) Title III, Part A						

**Goal 6. Maintain an orderly environment and reduce office referrals.**

**Performance Objective:**

- We will decrease office referrals

**Summative Evaluation:** 2016 Discipline Referrals

Formative Review

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Staff training on PBIS	Principal, Special	(S)General	Yearly	Decrease in office referrals				

(Title I SW: 2,3,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Ed Consultant, Special Ed Teachers PBIS Team	Charter Funds						
2) PBIS will be implemented in all grade levels. (Title I SW: 2,3,9) (Target Group: SPED) (NCLB: 1,2,3,4,5) TAIS Continuous Improvement Process	Principal, Special Ed Consultant, Special Ed Teachers PBIS Team	(S)General Charter Funds	Yearly	Decrease in office referrals				

**Campus Performance Objectives**

**Goal 1. Program Collaboration (PER 6, 31, NCLB- M, T, U, V): Meaningful documented collaboration will occur in planning Title II, Part A; Title III Part A; SDFSC**

**Performance Objective 1:**

- Improve teacher retention through collaborative opportunities
- Collaborate to monitor student progress

**Goal 2. Parental Involvement (PER 22, 24, 25, 26): Outstanding Parental involvement will occur.**

**Performance Objective 1:**

- Improve communication with parents and community by encouraging more involvement and support of Cedars activities as measured by the number of parents and community members who attend school events, PTO meetings, and provide assistance for school programs.

**Goal 3. SFDC: Policy (PERS 41): Clear guidance will be given to the district regarding policies especially those campuses identified persistently dangerous. NCLB T: Programs, strategies, and activities implemented for youth are evaluated periodically to assess progress toward reducing violence and illegal drug use.**

**Performance Objective 1:**

- Student sense of safety will increase annually by 5% resulting in student achievement increase by 5% above minimum standards.

**Goal 4. Create a highly Qualified Staff (PER 28, NCLB-A, B, BB)**

**Performance Objective 1:**

- Teacher retention will indicate a 10% increase resulting in student achievement 5% above minimum standards

**Goal 5. Improve Academics of campus: Campus Improvement Issues (NCLB: D, N, P)**

**Performance Objective 1:**

- 80% of students in grades 3 – 8 will meet state standard on the 2017 STAAR assessments.
- 75% of students in grades 4 and 7 will meet state standard on the 2017 Writing STAAR assessment.
- 80% of students in grades 1 – 8 will show a growth of 25% on DMAC EOY Benchmark

**Performance Objective 2:**

- Utilize Response to Intervention principles to identify and support students at-risk and strengthen classroom instruction.

**Performance Objective 3:**

- Implement, monitor, and evaluate an aligned curriculum and assessment program that is rigorous, data driven, and relevant.

**Performance Objective 4:**

- Special education and LEP students will increase met percentage by 10% on 2017 STAAR test.

**Performance Objective 5:**

- Create and provide quality professional development

**Goal 6. Maintain an orderly environment and reduce office referrals.**

**Performance Objective 1:**

- We will decrease office referrals