

CEDARS INTERNATIONAL ACADEMY

District Improvement Plan

2018-2019



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

Please review the TAPR, AEIS, Parent and Student Surveys data listed at the HS and Elem campuses.

CEDARS INTERNATIONAL ACADEMY SITE BASE TEAM

Name	Position
Bowen, Donna	Staff Rep
Brandy La Fitte	4 th Parent
Elizabeth Sanchez	6 th Parent
Varghese Panachakunnil (18-19) Mark Diaz (17-18)	District Superintendent
Emilia Warren	7 th Grade Student
Capers, Chris	6-7 Teacher
Mercado, Elizabeth	11 th Grade Parent
Benjamin Lagunes	11 th Grade Student
Elenor Harden	HS Teacher

Cedars International Academy

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, teacher of the month, and Chief Energy Officer award (Title I SW: 1,5) (Target Group: All) (NCLB: 1,2,3,5)	Principals		Throughout the year	Summative - Teacher celebrations throughout the month	+	+		
2) Provide support to teachers (Title I SW: 2,5) (Target Group: All) (NCLB: 1,2,3,5)	Principals, Assistant Principal, specialists, and aides		Throughout the year	Summative – Walkthroughs, PD feedback forms, and EOY survey, discipline and resource survey	+	+		
3) Provide time and resources for collaboration (Title I SW: 2,8) (Target Group: All) (NCLB: 1,2,3,5)	Principals and Assistant Principal		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, Principals, Assistant Principals, teachers and staff		Throughout the year	Summative - Survey	+	+		
5) Assign new teachers a mentor (Title I SW: 1,2) (Target Group: All) (NCLB: 3)	Principals		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 grade provides parents with communication on a monthly basis. (Title I SW: 6, 9, 10) (Target Group: All) (NCLB: 1, 2, 4, 5)	Teachers and Principals		Throughout the year	Summative - Monthly newsletter distributed to parents	+	+		
5) All parents will be welcome to visit the classrooms. (Title I SW: 6, 9, 10) (Target Group: All) (NCLB: 1, 2, 4, 5)	Teachers		Throughout the year	Summative - Volunteer forms	+	+		
6) Host educational parent nights. (Title I SW: 6, 9, 10) (Target Group: All) (NCLB: 1, 2, 4, 5)	Principals, Aftercare Director, Specialist, PTO and teachers	Title 1 Part A General Funds Local Parent Title III Part A	Fall/Spring	Summative - Flyers and newsletters	+	+		
7) Invite parents to volunteer on campus. (Title I SW: 6, 9, 10) (Target Group: All) (NCLB: 1, 2, 4, 5)	Principals		Throughout the year	Summative - Sign-In sheet	+	+		

10) Use social media, school website, teacher newsletter and Remind 101 to inform parents of school events. (Title I SW: 6, 9, 10) (Target Group: All) (NCLB: 1, 2, 4, 5)	Principals, Assistant Principal, Specialists, and teachers		Throughout the year	Summative - Volunteer hours	+	+		
13) District will continue to translate documents into appropriate languages. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 1,2,3,4,5)	Principals, Superintendent		Annually	Summative - Documents	+	+		
14) Written information regarding the rights of parents to request info. will be distributed at the parent meetings (Title I SW: 1,6) (Target Group: All) (NCLB: 1,2,3,4,5)	Superintendent		Beginning of the year	Summative - Notification is available	+	+		
15) Professional development will occur during the first week of August In-service and will discuss parental involvement (Title I SW: 4,6) (Target Group: All) (NCLB: 1,2,3,4,5)	Principals, Assistant Principal, Specialists, Superintendent		August	Summative - Agenda	+	+		

16) Notify Parents of access to students' grades (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 1,2,4,5)	Principals, Superintendent		Beginning of the year	Summative – Flyers and newsletters	+	+		
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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. (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 4)	Principals		Spring of each year	Summative - Meetings	+	+		
2) In the campus 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)	Superintendent, Governance Council		Annually	Summative – Survey results	+	+		
3) Surveys will be utilized used as data related to the incidence of violence and illegal drug use. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 4)	Counselor(s), Principals, Superintendent(s)		Annually	Summative – Survey results	+	+		

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	+	+		
7) Health class teach bullying lesson (Title I SW: 2,9) (Target Group: All) (NCLB: 4)	Counselor(s), PE and Health Teacher, Principals		Annually	Summative –Lesson Plans	+	+		
8) Core values, vision, and mission statement will be promoted among staff, faculty and parents. (Title I SW: 2) (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 2015-2016 (Title I SW: 4,5) (Target Group: All) (NCLB: 3)	Superintendent	(F)Title II, Part A	Spring	Summative - Retention bonus	+	+		
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)	Principals, Superintendent	(F)IDEA Part B, (F)Title I Part A, (F)Title II Part A, (F)Title III Part A,	Throughout the year	Summative - PD list of attendees	+	+		

		(S)General Charter Funds						
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)	Superintendent	(F)Title II Part A Title III Part A	Throughout the year	Summative - Report	+	+		

Goal 5. Improve Academics of District: 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

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

Formative Review

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Implement the Writing Academy Curriculum and pacing guide to ensure academic success in Title I Writing. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,2,3,5)	Reading Specialist, Teachers, Principals	Title I Part A	Throughout the year	Summative –STAAR Results Summative - Walkthroughs	+	+		
2) Increase writing across content area. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,2,3,5)	Teachers		Throughout the year	Summative - Walkthroughs	+	+		
4) Provide 1 full-time Reading Specialist for implementing Tier 2 and Tier 3 targeted intervention for identified students reading below	Superintendent, Principal		Throughout the year	Summative – TPRI, DRA, Benchmark Data	+	+		

grade level as determined by Universal Screener, 2015 STAAR results, and other campus data sources (Title I SW: 1, 3, 4) Target Group: All) (NCLB: 1, 2, 3, 5)								
5) Utilize Study Island software and, Read Naturally, and Ascend Math to support an improvement in reading, math, writing, science, and social studies skills at school as well as at home. (Title I SW: 1,2,3,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Teachers	Title I Part A Title II Part A Title III Part A	Throughout the year	Summative – Benchmark and STAAR 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 in K-8. (Title I SW: 1,2,9) (Target Group: All) (NCLB: 1,2,4,5)	Principals, teachers, reading specialist, ESL specialist	Title I Part A	Throughout the year	Summative – Walkthroughs	+	+		
7) Purchase technology to support strategic initiatives. (Title I SW: 1,2,8,9,10) (Target Group: All) (NCLB: 1,2,4,5) (Target Group: All)	Superintendent, Principals and Assistant Principal	(F)Title I Part A, (F)Title II Part A, (S)Chapter 41 Redistribution of funds, (S)General	Throughout the year	Summative – Budget Reports	+	+		

		Charter Funds Title III Part A						
9) Conduct scheduled data meetings with principal to determine students in need of assistance (Title I SW: 4, 8, 9, 10) Target Group: All) (NCLB: 1, 2, 3, 5)	Principal, Reading Specialist, ESL Specialist, Teachers Superintendent		Throughout the year	Summative - Data meeting notes Summative –Notes from teachers	+	+		
11) Provide a 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	+	+		
14) 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)	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	+	+		
16) Provide summer school for students (Title I SW: 1,9,10) (Target Group: At-Risk) (NCLB: 1,2,3,4,5)	Principal, Superintendent	(F) Title I Part A	Summer	Summative - Handbook	+	+		
17) Provide after school and Saturday school tutorials (4 teachers and 8 counselors)	Principal	(F) Title I, Part A	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 grade level.

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. (Title I SW: 1,2,3) (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	RTI Committee, Counselor, Principal, Reading Specialist, ESL Specialist		Every six weeks	Summative - RTI Agenda	+	+		
7) Use Saturday School 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)	Principal, After Care Director	(F) Title I Part A	Throughout the year	Sign-In	+	+		
8) Provide summer enrichment program for all eligible students in aftercare. (Title I SW: 1,2,3) (Target Group: All) (NCLB: 1,3,4,5)	Aftercare Director	Title I Part A	June through July	Summative- Summer Program Schedule	+	+		

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 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 PBL coach to assist in designing rigorous, relevant, and authentic learning units for K-8 students.	PBL Coach		Throughout the year	Summative - PBL Units	+	+		
3) Create and implement an assessment calendar for the 2016 - 2017 school year.	Principals		Fall	Summative - Calendar	+	+		
4) Each grade level will disaggregate data using DMAC to identify areas of need and develop a plan to address those needs. (Title I SW: 1,2,3) (Target Group: All, ECD, ESL, LEP, SPED, At-risk) (NCLB: 1,3,4,5)	Teachers		Throughout the year	Summative - Data in DMAC	+	+		

5) Classroom teachers will implement small group instruction, technology integration, and workshops that address rigor of all learners (Title I SW: 1,2,7,9,10) (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 (Title I SW: 2) (Target Group: All) (NCLB: 1,2,3,4,5)	SHAC Committee		Throughout the year	Summative – SHAC Agenda	+	+		
7) Conduct SAI Survey (Title I SW: 1,2,4,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Principals	(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.
- Engage in the TAIS Continuous improvement process

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
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 Group: ESL, LEP) (NCLB: 1,2,3)	ESL Specialist and Counselor		Throughout the year	Summative - Certificate of completion	+	+		
3) Monitor and make decisions based on sped benchmarks. (Title I SW: 2,9) (Target Group: SPED) (NCLB: 1,2,3,4,5)	Principals, Special Ed Consultant, 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)	Principals, 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	Superintendent(s)	(S)General Charter Funds R	Throughout the year	Summative – Consultant List	+	+		

<p>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, 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)</p>								
<p>5) Provide ELL summer school (Title I SW: 2,3,9) (Target Group: ESL, LEP) (NCLB: 1,2,3)</p>	Principal	(F)Title III Part A	June through July	Summative – Summer school schedule	+	+		
<p>6) Provide language enrichment curriculum and activities for LEP eligible students through ESL summer school program and Saturday tutorials (ELL Tutor) (Title I SW: 2,3,9) (Target Group: ESL, LEP) (NCLB: 1,2,3)</p>	Principal and ESL Specialist	Title III Part A	Throughout the year	Summative – Student summer schedule	+	+		

7) 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)	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)	ESL Specialist		Throughout the year	Summative – Formative and Informative assessment data	+	+		
9) Provide intense, extended, intervention for at-risk students including STAAR failures as well as students identified subgroups such as ELL and Special Education. (Title I SW: 1,2,3,8,9) (Target Group: 3rd, 4th, 5th, 6th, 7th , 8th) (NCLB: 1,2,4,5)	Reading Specialist, ESL Specialist, Special Education Director	Title I Part A Title II Part A Title III Part A	Throughout the year	Summative – STAAR Results Summative - Schedules	+	+		
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)	Superintendent, Principal	(F) Title I, Part A	Throughout the year	Staff Roster	+	+		
12) Provide an ESL Tutor after school	ESL Specialist	(F) Title III, Part A			+	+		
13) Provide Bilingual and ESL Stipends for ESL Staff	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)	Counselor(s), ESL Specialist, Food Service Coordinator, Principals	(F)Title III Part A	August through July	Summative - Summer School program Flyers	+	+		
15) Engage in the TAIS Continuous improvement process	ESL Specialist				+	+		

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

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) 90% of teachers will be trained in facilitating writing instruction using the Writing Academy curriculum. (Title I SW: 1,2,4,8) (Target Group: All) (NCLB: 1,2,3,5)	Principals, Assistant Principal	Title I Part A	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)	Principals, PBL Coach, Specialist	Title I Part A	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)	Principals, Superintendent, Assistant Principal	Title II Part A	Throughout the year	Summative - Schedule	+	+		

5) Train teachers and instructional aides 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)	Special Education Director	Title I Part A	Throughout the year	Summative – PD Agenda	+	+		
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)	Specialists, teachers, and Principal		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)	Principal, Special Ed Consultant, Special Ed Teachers	(S)General Charter Funds	Yearly	Registrations	+	+		
31) Classroom teachers and Administrators will be trained in Sheltered instruction to improve English Language Proficiency	ESL Specialist	(F) Title III, Part A			+	+		
32) ESL Specialist will attend training on rules, regs, and Director Training to improve ELL program	ESL Specialist	(F) Title III, Part A			+	+		

Goal 6. Enhance Early Childhood Education Experience Goal 7 Early Childhood Intervention

Performance Objective:

- Strengthen Pre-K Program

Summative Evaluation: EOY Survey

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Continue full day PK Program (district funds ½ of program). (Title I SW: 1,2,3,7,9) (Target Group: PRE K) (NCLB: 1,2,3,4,5)	Principal, Special Ed Consultant, Special Ed Teachers	(S)General Charter Funds	Yearly	Summative - Full day PK program is offered	+	+		
2) Continue to hire full time paraprofessional assistants (Title I SW: 2,7) (Target Group: PRE K) (NCLB: 1,2,3,4,5)	Teachers	(F)Title I Part A, (S)General Charter Funds	Annually	Summative - Staff roster	+	+		
3) Utilize CIRCLE to monitor PK progress 3 times a year	Teachers				+	+		

Goal 7. Maintain an orderly environment and reduce office referrals.

Performance Objective:

- We will decrease office referrals

Summative Evaluation: 2016 Discipline Referrals

Activity/Strategy	Person(s) Responsible	Resources	Timeline	Evidence that Demonstrates Success	Formative Review			
					Yr. 1	Yr. 2	Yr. 3	Yr. 4
1) Staff training on PBIS (Title I SW: 2,3,9) (Target Group: SPED) (NCLB: 1,2,3,4,5)	Principal, Special Ed Consultant, Special Ed Teachers PBIS Team	(S)General Charter Funds	Yearly	Decrease in office referrals	+	+		

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

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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 2018 STAAR assessments.
- 75% of students in grades 4 and 7 will meet state standard on the 2018 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 2018 STAAR test.

Performance Objective 5:

- Create and provide quality professional development

Goal 6. Enhance Early Childhood Education Experience Goal 7 Early Childhood Intervention

Performance Objective 1:

- Strengthen Pre-K Program

Goal 7. Maintain an orderly environment and reduce office referrals.

Performance Objective 1:

- We will decrease office referrals

Goal 8. Well-Rounded Educational Opportunities.

Performance Objective 1:

- We will enhance a students' life and deeper understanding by providing outside educational opportunities