

LAGO VISTA HIGH SCHOOL CAMPUS IMPROVEMENT PLAN 2009-2010



Lago Vista ISD Mission Statement

Lago Vista Independent School District is responsible for preparing our children to live and work in a changing Global Society. It is the primary responsibility of the District to instruct all students, in an exemplary way, to achieve essential academic and life skills so that they acquire a knowledge base on which to build life-long learning.

We are committed to being a community partner with the citizens of the Lago Vista ISD, providing opportunities for continuing education and the chance to participate in the education process.

Lago Vista High School Mission Statement

The mission of Lago Vista High School is to use the four years allotted to teach, motivate, and challenge each student to rise to the highest level of academic excellence possible in a premiere learning environment. All graduates will leave our school with the ability to live and work as compassionate citizens and mature, effective adults. We are committed to sending into the world individuals who use problem-solving skills to impact their community in a responsible manner.

Campus Improvement Council

**SITE-BASED DECISION-MAKING TEAM
2009-2010**

**Donna Larkin, LVHS Principal, Chairperson
Steve Elder, LVHS Assistant Principal, Assistant Chairperson**

PROFESSIONAL STAFF

**Denise Saarinen, Spanish Teacher
Leo Holland, Computer Technology Teacher
Berniece Donnellan, English/Theater Teacher
Tracy Wancho, Special Education Teacher
Regina Carmichael, Nurse
Denise Bortolussi, Librarian**

**Parents
Cathy Hall
Dianna Wallace**

**Community/Business
Clara Hammonds
Dr. Jason Carlyon
Mary Raines
Ike Coronis**

No Child Left Behind Goals

Lago Vista High School has put into place goals and plans for long-term student success. Toward these ends, we support the achievement performance goals delineated in the No Child Left Behind legislation.

NCLB Student Achievement Performance Goals:

1. All students will reach proficiency or better in reading and mathematics by 2013-14.
2. All limited English proficient students will become proficient in English and reach high academic standards.
3. All students at Lago Vista High School have equitable access to highly qualified teachers as per the campus and district HQ hiring and retention plans.
4. All students will be educated in a safe, drug free environment conducive to learning.
5. All students will graduate from high school.

The specific goals and objectives stated in this campus plan will enable all students at Lago Vista High School to reach these Achievement Performance Goals.

Texas Public Education Goals

Academic Goals

To serve as a foundation for a well balanced and appropriate education:

Goal 1: the students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

Goal 2: the students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

Goal 3: the students in the public education system will demonstrate exemplary performance in the understanding of science.

Goal 4: the students in the public education system will demonstrate exemplary performance in the understanding of social studies.

Career and Technology Goals

Each public school student shall master the basic skills and knowledge necessary for:

- (1) managing the dual roles of family member and wage earner; and
- (2) gaining entry-level employment in a high-skill, high-wage job or continuing the student's education at the postsecondary level.

District Goals and Objectives

- I. Our staff development program prepares our employees to meet the educational needs of a changing student population.
 1. Comply with all state and federal requirements for staff development.
 2. Train staff to utilize a variety of data sources to determine the educational needs of students.
 3. Develop staff competency in differentiating curriculum for all subgroups and student populations.
 4. Provide quality, sustained training and support for all teachers.
 5. Provide training for staff to master district identified technology competencies.

- II. Our community is informed and actively involved in promoting high expectations, strong values, and morals in a supportive environment.
 1. Determine appropriate vehicles for delivery of information to the community.
 2. Maintain and monitor District Educational Improvement Committee and Campus Improvement Committee involvement programs.
 3. Form partnerships with parents and community members to promote law-abiding students.
 4. Monitor and refine the district mentoring program.
 5. Strive to increase/maintain parent involvement on secondary campuses.

- III. Our students are motivated, responsible, law-abiding individuals with strong values, morals, vision, and a plan for their future.
 1. Identify careers specific to individual student's academic and vocational abilities and interests.
 2. Develop, monitor, and annually review student's individual four-year graduation plan.
 3. Provide instruction to students on their rights and responsibilities as productive citizens.
 4. Implement a character education program that is integrated throughout the educational experience at each campus.
 5. Expect staff to model appropriate character traits.
 6. Enforce district and state policies and statutes.

- IV. Our district has an aligned and extensive curriculum that uses well-defined achievement goals to maintain an exemplary system that prepares our students for the future.
 1. Develop a written set of district curriculum content standards that are linked to state and national standards/expectations for every grade/instructional level, program, and course offered in the district.
 2. Identify specific district benchmark standards at each grade level/instructional level that describe what students will know, or be able to do, or attitudes they will hold after completing the course/grade level.
 3. Develop district assessments to determine mastery of grade/instructional level, program, and course standards.
 4. Develop district curriculum documents that include suggested time allocations and alignment of a variety of instructional resources to the district standards/benchmarks.
 5. Establish procedures for administrative monitoring of the implementation of the district curriculum.
 6. Provide additional support for students who do not master established district standards.

- V. Our district has the resources to meet the needs of a growing, diverse population.
 1. Define ways to reallocate funds to highest priorities.
 2. Identify and pursue external funding opportunities.
 3. Maintain high expectations for student attendance.
 4. Maintain accuracy of data reported through the Public Education Information Management System (PEIMS).

Goal #1

90% of all student groups taking the TAKS reading, writing, math, science and social studies tests will meet the state standard in spring 2010 to achieve a campus rating of Exemplary.

25% of all student groups will pass the TAKS reading, writing, math, science and social studies tests at the commended level.

This goal addresses the following

I, II, III, IV LVISD Goals

1, 2, 3, 4 Texas Public Education Goals

1, 2 NCLB Goals

Objectives

Math

All Students will improve from 90% met the standard in 2009 to 91% met the standard in the year 2010.

Economically Disadvantaged students will improve from 83% met the standard in 2009 to 90% met the standard in the year 2010.

Hispanic students will improve from 78% met the standard in 2009 to 90% met the standard in the year 2010.

White students will improve from 94% met the standard in 2009 to 95% met the standard in the year 2010.

Reading/ELA

All Students will improve from 97% met the standard in 2009 to 98% met the standard in the year 2010.

Economically Disadvantaged students will improve from 100% met the standard in 2009 to 100% met the standard in the year 2010.

Hispanic students will improve from 90% met the standard in 2009 to 91% met the standard in the year 2010.

White students will improve from 98% met the standard in 2009 to 99% met the standard in the year 2010.

Science

All Students will improve from 94% met the standard in 2009 to 95% met the standard in the year 2010.

Economically Disadvantaged students will improve from 91% met the standard in 2009 to 92% met the standard in the year 2010.

Hispanic students will improve from 75% met the standard in 2009 to 90% met the standard in the year 2010.

White students will improve from 98% met the standard in 2009 to 99% met the standard in the year 2010.

Social Studies

All Students will improve from 99% met the standard in 2009 to 100% met the standard in the year 2010.

Economically Disadvantaged students will improve from 100% met the standard in 2009 to 100% met the standard in the year 2010.

Hispanic students will improve from 94% met the standard in 2009 to 95% met the standard in the year 2010.

White students will improve from 99% met the standard in 2009 to 100% met the standard in the year 2010.

Lago Vista High School – Exemplary 2008-2009

2009 TAKS Grade 9 Test Results - All Students/All Tests Taken

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	80	77	94%	11	14%

2009 TAKS Grade 9 Test Results - All Students/Mathematics

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	75	71	95%	31	41%

2009 TAKS Grade 9 Test Results - All Students/Reading

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	76	74	97%	21	28%

2009 TAKS Grade 10 Test Results - All Students/All Tests Taken

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	100	76	76%	6	6%

2009 TAKS Grade 10 Test Results - All Students/Mathematics

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	98	82	84%	15	15%

2009 TAKS Grade 10 Test Results - All Students/English Language Arts

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	98	95	97%	26	27%

2009 TAKS Grade 10 Test Results - All Students/Science

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	98	87	89%	14	14%

2009 TAKS Grade 10 Test Results - All Students/Social Studies

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	98	96	98%	50	51%

2009 TAKS Grade 11 Test Results - All Students/All Tests Taken

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	78	73	94%	7	9%

2009 TAKS Grade 11 Test Results - All Students/Mathematics

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
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Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	75	72	96%	20	27%

2009 TAKS Grade 11 Test Results - All Students/English Language Arts

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	77	75	97%	36	47%

2009 TAKS Grade 11 Test Results - All Students/Science

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	75	75	100%	18	24%

2009 TAKS Grade 11 Test Results - All Students/Social Studies

Campus	No. Taken Test	Num. Met Std.	Pct. Met Std.	Num. Com. Perf.	Pct. Com. Perf.
LAGO VISTA H S	76	76	100%	35	46%

Goal #1

90% of all student groups taking the TAKS reading, writing, math, science and social studies tests will meet the state standard in spring 2010 to achieve a campus rating of Exemplary.

25% of all student groups will pass the TAKS reading, writing, math, science and social studies tests at the commended level.

This goal addresses the following

I, II, III, IV LVISD Goals

1, 2, 3, 4 Texas Public Education Goals

1, 2 NCLB Goals

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
<ol style="list-style-type: none"> 1. Summarize and analyze student TAKS results from previous year 2. Develop and Implement SIM/RTI strategies 3. Plan and attend TEKS-Focused Training and In-service 4. Develop and implement Personal Graduation Plans for all students (including Special Education, ESL, and Economically Disadvantaged students) not successful on the TAKS test 5. Produce 9-weeks and Semester Tests in TAKS Format 6. Provide year-long mandatory Accelerated Reading, Math, Social Studies, and Science Classes for students not successful on TAKS 7. Provide tutoring for students in TAKS-related content during homeroom periods 8. Create tutoring groups based on TAKS Objectives 9. Provide before and after school tutorials/homeroom/Saturday Academies, as needed, for students not successful on TAKS 10. Implement Sheltered Instruction training in <i>all</i> classrooms 11. Create individual education plans for 	<ol style="list-style-type: none"> 1-4. Principals and Teachers/Staff/Counselor/SIM Coordinator/Literacy Specialist/ Special Education teachers/ ESL teacher/Department Chairs/Paras 5. Teachers 6. Principal and Counselor 7-8., 13. Department Chairs/Teachers 9. Principal/Counselor/ Teachers 10-11. Principal/ Teachers/ ESL Teacher/Counselor/ SIM Coordinator/ 	<ol style="list-style-type: none"> 1-11, 13-14. Local Funds 12. Stimulus funds 	<ol style="list-style-type: none"> 1. Review of TAKS Data/AEIS-IT/Data Digs/Benchmark Tests 2, 13. Lesson Plans, walkthroughs and AIMSweb 3. Reflections and Implementation in Lesson Plans/TOT Sessions 4. Benchmark TAKS, progress reports and report cards 5. 9-weeks and semester tests 6-14. Benchmark TAKS tests, progress reports, and report cards 	<ol style="list-style-type: none"> 1-14. 2009-10 	<ol style="list-style-type: none"> 1-14. Benchmark Results/TAKS Results/Improved Student Performance/ Mastery of Instructional Objectives and Skills/AIMSweb data

<p>all ESL students</p> <p>12. Provide ESL and Reading Classes each day (doubled classes)</p> <p>13. Provide Instructional Coaching</p> <p>14. Develop a plan for increasing cross-curricular instruction</p>	<p>Literacy Specialist</p> <p>10-14. Principals, Teacher participants and Instructional Coach</p>		<p>13. Weekly report on progress</p>		
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Goal #2

- Student attendance on the Lago Vista High School campus will meet or exceed the 95% state standard for attendance.

This goal addresses the following

III, IV LVISD Goals

1,2,3,4 Texas Public Education Goals

1,2,4,5 NCLB Goals

Objective

- The student attendance rate will improve from 95.3% to 97% for the 2009-10 school year.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
1. Call parents any time a student is absent from school. 2. Enforce State and local mandatory attendance policies 3. Conference with parents and students with excessive absences 4. Communicate with parents and students through written documentation 5. Review Survival Spanish training so administrators and staff are able to communicate with parents of many ESL students 6. Communicate exemption/tardy policies for semester exams 7. Provide incentives for student attendance	1. Attendance clerk 2. Principal/teachers 3. Principal/teachers 4. Attendance clerk 5. Principal/Office Staff 6-7. Principal/Staff	1. None 2. Local funds 3. None 4. Local funds 5. Local funds 6. None 7. Local Funds	1-7. Weekly Attendance Reports	1-6. 2009-10	1-6. Final Attendance Report

Goal #3

- The Lago Vista High School completion rate will meet the state standard for exemplary for the year 2010 (95%).

This goal addresses the following

III, IV LVISD Goals

1,2,3,4 Texas Public Education Goals

1,2,5 NCLB Goals

Objectives

- Lago Vista High School will have a four-year completion rate of 100% for the school year 2009-2010.
- Four-year completion rates for Hispanic students at Lago Vista High School will be 100% for the school year 2009-2010.
- Four-year completion rates for At Risk students at Lago Vista High School will be 100% for the school year 2009-2010.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
<ol style="list-style-type: none"> 1. Students considering dropping out of school will be counseled about the possible negative impact of their decision 2. Teachers will report students at-risk of dropping out to the counselor so that the school can intervene 3. Students who are at-risk of not graduating in four years due to a lack of credits will be allowed to take accelerated classes through VLC 4. Students at-risk of failing classes in their freshman year will be mentored by teachers to ensure that they start off their high school career with positive guidance 	<ol style="list-style-type: none"> 1. Counselor/ Principal 2. Teachers 3. Principal/ Teachers/ Counselor 4. Principal/ Teachers 	<ol style="list-style-type: none"> 1. None 2. None 3. Local funds 4. None 	<ol style="list-style-type: none"> 1-2. Student attendance, progress reports, report cards, feedback from counseling session 3. Progress reports, report cards, transcripts, and teacher feedback 4. Progress reports and report cards 	<ol style="list-style-type: none"> 1-4. 2009-10 	<ol style="list-style-type: none"> 1-3. Graduation rate 4. End of year credits will be 7 or more

Goal #4

- The district will meet the state standard for SAT/ACT testing.

This goal addresses the following

I, II, III, IV LVISD Goals

1,2,3,4 Texas Public Education Goals

1,2, NCLB Goals

Objectives

- The district will increase the percent of seniors taking the SAT/ACT to 70%.
- The district will increase the percent of students scoring at or above the criterion to 70%.
- The district will increase the number of students in subpopulations taking the SAT/ACT to 60%.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
1. Teachers will incorporate SAT/ACT Prep materials into their curriculum 2. Students will be reimbursed for their test-taking fee for one college entrance test 3. Students will be notified of SAT and ACT test dates and deadlines 4. Students will be informed of SAT/ACT prep courses that are available online and in the area	1. Teachers 2. Viking Booster Club 3/4. Counselor	1. None 2. Viking Booster Club Funds 3/4. None	1. Lesson Plans and walkthroughs 2. Number of students requesting reimbursement 3. Number of students participating in SAT and ACT testing 4. Number of students requesting information	1/4. 2009-10	1. Increase in scores and participation rate on SAT and ACT tests 2. Increase in participation rate on SAT and ACT tests 3/4. Increase in participation on SAT and ACT results

Goal #5

- Lago Vista High School will provide a safe and orderly school climate, conducive to learning.

This goal addresses the following

II, III LVISD Goals

1,2,3,4 Texas Public Education Goals

1,2,3,4,5 NCLB Goals

Objectives

- Discipline referrals will decrease from 600 in 2008-2009 to 550 in 2009-2010
- Tobacco, Alcohol, and Drug (TOAD) offenses will decrease from 10 in 2008-2009 to 8 in 2009-2010.
- Incidents of violence will decrease from 0 in 2008-2009 to 0 in 2009-2010.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
<ol style="list-style-type: none"> 1. Communicate with parents about school rules and policies through the Parent Newsletter 2. Stress positive character traits and a healthy lifestyle 3. Follow crisis plans 4. Provide updated student handbooks and evacuation plans 5. Provide training on school safety issues and train specific faculty and staff members on the proper use of SAMA 6. Implement integrated, age-appropriate, Character Education teaching strategies into classroom curriculums 7. Implement a drug testing program for all extracurricular participants 8. Consult with a Character Education committee in defining the goals of the 	<ol style="list-style-type: none"> 1-3. Principals/ Teachers/ Counselor 4. Principals/ Counselor 5. Principals/ Special Education Director 6. Principals/ Teachers/ Counselor 7. Board of Trustees/Administrators 8. Principals/ Students/ Character Education Committee 	<ol style="list-style-type: none"> 1-3. None 4-7. Local funds 8. None 	<ol style="list-style-type: none"> 1. Review of discipline referrals at the conclusion of each nine weeks 2. Lesson plans, review of discipline referrals at the conclusion of each nine weeks, informal teacher feedback 3. Fire Drills, Tornado Drills and Evacuation Drills each semester 4. Review of discipline referrals at the conclusion of each nine weeks, correct procedures followed during drills 5-6. Meeting agendas/lesson Plans 5. Sign-In sheet, agendas, and SAMA certification test 7. Signed Permission Sheets 8. Review of data 	<ol style="list-style-type: none"> 1-8. 2009-10 	<ol style="list-style-type: none"> 1-8. Final referral count/Feedback from parents, Board of Trustees, community, students, faculty and staff

program					
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Goal #6

- Lago Vista High School will increase parent and community involvement.

This goal addresses the following

II, III, V LVISD Goals

C&T 1, C&T 2 Texas Public Education Goals

2,4,5 NCLB Goals

Objectives

- Increase the number of parent and community participants in each of the following:
 - A. Volunteers
 - B. Open House
 - C. PTSO
 - D. Parent Chats
 - E. Booster Clubs

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINE S	SUMMATIVE EVALUATIONS
1. Parents will volunteer at athletic events 2. Parents will be informed of volunteer opportunities through the LVHS Parent Newsletter/Pod casts and web site 3. Parents and community members will participate in LVHS Career Day 4. Parents will volunteer as UIL academic co-coaches 5. Parents and community members will participate in Site Based Decision Making Committee meetings 6. Community members will tutor students in VLC, DAEP and before and after school plus during homeroom. 7. Open house and special program meeting times and dates will be advertised in local paper, Parent Newsletter, Pod casts, mail-outs, and marquee 8. Provide written correspondence in Spanish for non-English-speaking parents 9. Provide information on LVISD, LVHS and teacher websites; student/parent grade viewer 10. Facilitate parent involvement to improve services of children with disabilities through training, available resources, and	1. Athletic Director, Booster Club, Volunteer Director 2. Principals 3. Volunteer Coordinator 5. UIL coaches and UIL coordinator 6. Principals 7. Teacher/Principals 8. Principals 9. LVHS Staff	1-9. None	1-7. Sign-In sheets during volunteer activities and review of volunteer numbers at conclusion of first semester 8. Parent sign-in sheet at open house and special programs meeting 9. Feedback from parents	1-9. 2009-2010	1-7. Final count of parent volunteers 7. Parent sign-in sheet at open house and special programs meeting 8. Increase in parental involvement of non-English speaking parents 9. Increased traffic on all websites

collaboration with staff.					
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Goal #7:

- Lago Vista High School will provide opportunities for students to participate in career and technology courses.

This goal addresses the following

1,2,3,4,5 LVISD Goals

C&T 1, C&T 2 Texas Public Education Goals

1,2,5 NCLB Goals

Objectives:

- Increase the number of Hispanic and ESL students enrolled in advanced career and technology courses.
- Increase the number of economically disadvantaged students enrolled in advanced career and technology courses.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATIONS
1. Provide training for technology teacher so current courses can be articulated with ACC 2. Offer college credit-in-escrow opportunities for students taking articulated technology courses 3. Counsel ESL, Hispanic, and economically disadvantaged students on the benefits of taking advanced technology courses 4. Orient Hispanic, ESL, and economically disadvantaged students to career opportunities in technology 5. Include advanced technology courses in the graduation plans of Hispanic, ESL, and economically disadvantaged students	1. Principal 2. Principal/Counselor 3. Counselor and ESL teacher 4. Volunteer Coordinator 5. Counselor and ESL teacher	1. Local Funds 2-5. None	1. Completion of training and written summary of training 2. Number of students enrolled in articulated classes 3-5. Number of Hispanic, ESL, and economically disadvantaged students enrolled	1-2. 2009-2010 3. Late Spring 2010, August 2010 4. 2009-2010 5. Spring 2010	1. Number of Hispanic, ESL, and economically disadvantaged students completing advanced technology classes increases from previous school year 2. Number of students collecting the credit-in-escrow from ACC 3-5. Number of Hispanic, ESL, and economically disadvantaged students completing advanced technology classes increases from previous school year

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATION METHODS	TIMELINES	SUMMATIVE EVALUATION METHODS
Provide training and subsequent resources (including supplies and materials) to implement training around individual instructional strategies for students needing intervention.	Principal Curriculum Specialists Department Heads	Curriculum Coach from ESC XIII - \$18,900 NCLB ARRA funds	Documentation of training and staff feedback on progress.	August 2009-May 2010	Increase in TAKS scores of economically disadvantaged and Hispanic students to levels commensurate with students in other subpopulations.
Provide staff development at the LEA level to support the infrastructure needed for RtI implementation.	Principal Curriculum Specialists Department Heads	Curriculum Coach from ESC XIII - \$18,900 NCLB ARRA funds	Documentation of training and staff feedback on progress.	August 2009-May 2010	Increase in TAKS scores of economically disadvantaged and Hispanic students to levels commensurate with students in other subpopulations.

Lago Vista High School Campus and Recruitment Plan

Goal 1	Highly Qualified staff: all students will continue to be taught by highly qualified teachers
Performance Measures	<ol style="list-style-type: none"> 1. 100% of currently employed core area teachers will be highly qualified. 2. 100% of future hires will be highly qualified prior to employment. 3. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in Title I schools will be highly qualified. 4. NCLB Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%.
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations

NCLB Indicator	Strategy/Activity	Target Population	Person Responsible	Budget/Resources	Formative Assessment	Timeline
2,3	1. Conduct recruitment activities to ensure qualified personnel in all positions. Activities include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining an active webpage with vacancies listed.	All staff members	Superintendent	Local funds	Number of positions posted Number of applications completed Number of visits on web page counter	Sept 2009- June 2010
2,3	Establish a teacher mentoring system in order to retain highly qualified staff	All teachers	Principals	Local funds	Mentor assignments Agenda from New Teacher Orientation Materials from new teacher campus meetings	Sept 2009- June 2010
1	Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status	All Teachers	Asst. Supt.	Local funds	Personnel files Professional development records SBEC website	Sept 2009 Feb. 2010 June 2010
1	Assist teachers in maintaining or attaining certifications or endorsements through alternative programs, GT in-service, ESL certification, coursework, and TExES testing in order to assure all staff is highly qualified	All Teachers	Principals	Local funds	Number of teachers in ACP Staff development records	Sept 2009- June 2010
4	Provide GT, ESL, Math, and SIM Academies prior to the start of the school year to ensure that all teachers and paraprofessionals have high quality professional development	All teachers	Asst. Supt Campus Principals	Local funds	Staff development records	Sept 1. 2010

