

# Harlingen Consolidated Independent School District

## Harlingen School Of Health Professions

2019-2020



# Mission Statement

*HSHP is a distinct culture of opportunities inspiring today's learners to become tomorrow's Health Professionals.*

## Vision

"Placing students at the front of the line!"

## Core Beliefs

We believe that it is the entire community's responsibility to meet the needs of all types of learners.

We believe that it is the right of each student to have all their learning needs met.

We believe that inspired students become lifelong learners.

We believe that student success requires the skills of problem solving and collaboration.

# Table of Contents

Comprehensive Needs Assessment .....	4
Student Achievement .....	4
Priority Problem Statements .....	5
Comprehensive Needs Assessment Data Documentation .....	6
Goals .....	8
Goal 1: We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students. ....	8
Goal 2: We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success. ....	12
Goal 3: We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs. ....	19
Goal 4: We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved. ....	30
Goal 5: We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs. ....	34
State Compensatory .....	37
Budget for Harlingen School Of Health Professions: .....	37
Campus Funding Summary .....	39

# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

- impacting Index II (Improving Student Progress) by incorporating campus-wide strategies in all content areas
- increasing Level III Advanced scores by tracking individual student progress and improving student scores over all content areas
- improving overall results in Index IV (Postsecondary Readiness) by focusing on AP curriculum and test preparation

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results

## Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data

## Employee Data

- Professional learning communities (PLC) data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

## Parent/Community Data

- Parent engagement rate

### **Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation
- Study of best practices

# Goals


Revised/Approved: October 08, 2019

**Goal 1: We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.**

**Performance Objective 1:** Create and maximize flexible learning spaces.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Support and continue annual program safety initiatives specific to CTE labs, shops and hands-on classrooms; ensure students are taught/trained and demonstrate classroom safety. (Target Group: All, CTE) (NCLB: 5)	Director of Career and Technical Education, Instructional Staff	Summative - CTE Shop Self Inspection reviews; Annual ATC trainings and refreshers; OSHA and or NCER staff development and certification for necessary staff				
						



**Goal 1:** We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

**Performance Objective 2:** Create a supportive school culture and environment that inspires students and teachers.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue to actively screen and monitor students for homeless eligibility. (Target Group: All) (NCLB: 4)	Campus Homeless Liaison, Counselor(s), Director of Federal Programs, Intake Center Personnel, Principal	Summative - Documentation of 100% identified homeless students. Homeless Registration Questionnaire.				


**Goal 1:** We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

**Performance Objective 3:** Create and expand technology rich environments that empower students to maximize their learning experiences.


**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement Parent Link for automated messaging system to send important information to parents and staff. (Target Group: All)	Director of Communication and KHGN, Director of Data Systems, Director of Technology, Principal	Summative - Usage reports				
2) Maintain that 100% of parent volunteers and subcontracted consultants are in alignment with district safety guidelines. (Target Group: All) (NCLB: 4)	Director of Parental Involvement, Principal	Summative - Sign in sheets and participation of parents				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 1:** We will create a transformed school district that ensures high quality instruction and individualized learning, resulting in maximum achievement for all students.

**Performance Objective 4:** Create specialized schools that offer unique learning opportunities for both our students and community.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The campus will incorporate a school within a school model that focuses on the Public Services endorsement area and provides a specialization in learning based on the six Schools of Study (Patient Care, Surgical Procedures, Sports Medicine Therapeutic Services, Medical Science Research, Dental Science and Pharmacology/Biomedical Services). (Target Group: 9th, 10th) (NCLB: 5)	Administrator for Secondary Education, Assistant Principal, Chief Academic Officer, Principal	Summative - Master Schedule				

**Goal 2: We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.**

**Performance Objective 1:** Implement a transformed recruitment plan to attract highly effective educators.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

**Goal 2:** We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

**Performance Objective 2:** Create avenues for educators to acquire new knowledge and reach high levels of success.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Support CTE teacher professional development at the campus level especially in the areas of special population students. (Target Group: All, ESL, SPED, CTE) (NCLB: 1,2,5)	Administrator for Organizational Development, Director of Career and Technical Education, Principal	Summative - # of participating staff and monitoring				
2) Monitor the continuance of CTE teacher staff development especially in the areas relevant to their classroom instruction. (Target Group: All, CTE) (NCLB: 3)	Administrator for Organizational Development, Director of Career and Technical Education, Teacher(s)	Summative - # of participating staff and the monitoring of their trainings and certifications.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
3) Layers of Learning staff development will be provided on site by campus based personnel such as Library Media Specialists, Digital Classroom Teachers, and Campus Technicians (Target Group: All)	Administrator for Secondary Education, Assistant Principal, Division of Instruction, Instructional Technologist, Principal, Teacher(s)	Summative - Accountability statistics				
4) Enhance use of PLCs as a system of support for curriculum planning and improved student achievement. (Target Group: All).	Administrator for Organizational Development, Assistant Principal, Chief Academic Officer, Content Area Specialist(s), Principal	Summative - District Curriculum Assessment				
5) The campus will utilize a district-developed database and system for observation requests to ensure that people conducting observations have the opportunities to observe high quality instruction. (Target Group: All) (NCLB: 3)	Administrator for Organizational Development, Principal	Summative - Database available to all campuses				
6) A campus-based system will be developed for highlighting best practices in order to increase the capacity of teacher's instructional toolbox and foster collaborative relationships. (Title I SW: 3,4,9) (Target Group: All) (NCLB: 3)	Assistant Principal, Principal, Grade and Department Leads	Summative - Results from Districtwide documentation form and survey.				
7) Participate in staff development of Chapter 89 (Bilingual/ESL) guidelines: BE and ESL practices; Testing Procedures; Criteria for the identification and placement of LEP students; Bilingual Exception Mandates; Appropriate Exit Criteria; Training for LPAC members; Training for all personnel responsible for administering and scoring OLPT assessments. (Target Group: BIL/ESL/LEP) (Target Group: ESL, LEP)	Assistant Principal, Bilingual Administrators, Director of Special Programs/Multi-Language, ELL Campus Contacts, ESL Administrators, Principal	Summative - Sign in sheets of trainings and meeting agendas				
8) Provide staff development on Sheltered Instruction to core content secondary teachers to increase ELL/LEP academic success and utilize the campus trainer of trainers model. (Target Group: ESL, LEP)	Chief Academic Officer, Director of Special Programs/Multi-Language, Principal	Summative - Agendas, Sign-In Sheets, Campus Walkthroughs				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June


**Goal 2:** We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

**Performance Objective 3:** Develop clear criteria of expectations for highly effective educators for the purpose of creating a systematic approach to assessing performance resulting in 26% of teachers scoring "Accomplished" or above on T-TESS

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Support the use and integration of research-based instructional strategies in the classrooms (Target Group: All)	Assistant Principal, AVID Teacher(s), Content Area Specialist(s), Director of Advanced Academic Services, Teacher - GT / AP	Summative - Classroom lesson plans				
2) All administrators will conduct a minimum of (2) 15 minute walkthroughs per quarter of every teacher. (Target Group: All) (NCLB: 1,3)	Assistant Principal, Principal	Summative - Eduphoria data				



100% = Accomplished      → = Continue/Modify      0% = No Progress      ✗ = Discontinue

**Goal 2:** We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

**Performance Objective 4:** Establish a retention plan for highly effective educators resulting in a 91.8% teacher retention rate.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

**Goal 2:** We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.

**Performance Objective 5:** Create multiple venues for professional development designed to transform the learning experience of students.


**Evaluation Data Source(s) 5:**





**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide job embedded staff development to all teachers in curriculum, assessment, and instruction (Target Group: All)	Administrator for Organizational Development, Curriculum & Instruction Dept., Instructional Facilitator Representative	Summative - Student performance and teacher evaluations				
2) Provide and maintain support for all teachers in TEKS, ELPS, and CCRS (Target Group: All)	Assistant Principal, Chief Academic Officer, Content Area Specialist(s), Instructional Facilitator Representative, Principal	Summative - Sign in sheets				
3) Participate in professional development opportunities for Bilingual and ESL teachers that address effective instructional strategies to maximize English Language Learners academic success. (Target Group: ESL, LEP)	Bilingual Administrators, Chief Academic Officer, Director of Special Programs/Multi- Language, ESL Administrators, Principal, Special Programs/Multi-Language Specialists	Summative - Agendas and sign in sheets for training Needs Survey from Campus Teachers to drive future training				



Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
4) Participate in professional development opportunities provided for secondary campuses including ENGAGE platform training, Perfecting your Practice, and project-based learning staff development. (Title I TA: 2,3,6) (Target Group: All)	Administrator for Secondary Education, Assistant Principal, Chief Academic Officer, Director of Staff Development, Division of Instruction, Principal	Summative - Lesson plan format that identifies the Engage protocols and best practices acquired during professional development.				
5) All involved in the education of students with special needs will be trained on implementing accommodation and modifications using the following modalities: district website, job embedded training, staff development and video clips (Target Group: SPED)	Instructional Intervention Specialist, Principal	Summative -- number of teachers trained, Sign-in Sheets				



 = Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue


**Goal 2:** We will attract, develop, and retain highly effective educators and provide the tools they need to maximize all students' success.


**Performance Objective 6:** For the 2018-19 school year, the teacher attendance rate will meet or exceed 98%.


**Evaluation Data Source(s) 6:**


**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will be highlighted at faculty PLC's for their successful participation in the district's Perfect Attendance Initiative.	Principal	Summative -- Increased quarterly attendance rates				

 = Accomplished
 

 = Continue/Modify
 

 = No Progress
 

 = Discontinue


### Goal 3: We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.


**Performance Objective 1:** Create classroom learning environments to capitalize on opportunities for communication, collaboration, creativity, and critical thinking.


**Evaluation Data Source(s) 1:**


**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide opportunities for staff to observe and participate in a collaborative learning model at all levels that incorporates within its design differentiated instruction, consistent follow up training on strategies and applications thereby providing continual support. (Target Group: All) (NCLB: 1,2,4,5)	Administrator for Organizational Development, Chief Academic Officer, Principal, Instructional Coach Representative	Summative - Professional Development Agenda show 100% participation by all teachers				
2) Provide students with opportunities to track their own mastery of state standards to ensure success in core area subjects. (Target Group: All) (NCLB: 1)	Assistant Principal, Instructional Staff, Principal, Team Leaders	Summative - Data will be reviewed at the end of the unit for student progress with an overall analysis conducted based on course completion and STAAR data.				
3) Teachers in all content areas will participate in peer observations to collaborate and utilize best practices implemented across the campus. (Target Group: All) (NCLB: 1,3,4)	Assistant Principal, Department Heads, Instructional Staff, Principal, Team Leaders	Formative - Observations are discussed at subject specific PLCs and adjustments are made based on group feedback.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 2:** Develop curriculum with an emphasis on preparation for post-secondary endorsements, certificates, and certifications resulting in 42% of students completing a CTE certification.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Schedule campus presentations with community partners to promote awareness and expose students to the different careers related to the Schools of Study through innovative scheduling. (Target Group: All)	Administrator for Organizational Development, Administrator for Secondary Education, Assistant Principal, Principal	Summative - Schedule of events aligned with Schools of Study within the areas of certification				
2) Enhance and support PLC's as a system of support to improve student achievement and vertically align curriculum. (Target Group: All) (NCLB: 1,4)	Administrator for Organizational Development, Chief Academic Officer, Curriculum & Instruction Dept., District Coordinator for School Improvement, District Leadership Team, Intervention Specialists, Principal, Department Leads, Grade Leads, Instructional Staff	Summative - Formative - Quarterly results				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
3) Provide and maintain supporting curriculum documents and lesson plans in either the E2L or Teaching and Learning Framework format. (Target Group: All) (NCLB: 1,4)	Chief Academic Officer, Content Area Specialist(s), Instructional Facilitator Representative, Principal, Assistant Principal	Summative - Quarterly results				

**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 3:** Create a locally developed evaluation plan with established standards to measure, assess and determine the effectiveness of both current and future programs.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use TANGO to assist with data-driven instructional decisions based on pre-assessment and assessment results (Target Group: All) (NCLB: 1,4)	Assistant Principal, Chief Academic Officer, Curriculum & Instruction Dept., District Coordinator for School Improvement, District Leadership Team, Principal, Department Leads, Grade Leads, Instructional Staff	Summative - Unit assessment and quarterly results				
2) Utilize TAC (Teacher Access Center) reports to identify student performance in core content areas and offer additional academic support through the Extended Day Program. (Target Group: All, Migrant, LEP, GT, AtRisk) (NCLB: 1,2,4,5)	Assistant Principal, Department Heads, Instructional Staff, Principal, Grade Leaders	Summative - Overall student academic performance will be analyzed during each IPR period to monitor student progress and end of year STAAR results will be analyzed.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue


**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.


**Performance Objective 4:** Develop an Instructional Technology Support Team focusing on incorporating technology into the curriculum.


**Evaluation Data Source(s) 4:**


**Summative Evaluation 4:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Enhance secondary library services to provide students increased opportunities for accessing information and technology. (Target Group: All) (NCLB: 5)	Coordinator for Library Services, Library Media Specialist	Summative - Number of students visiting the library				
2) Maintain an identified Instructional Technology Support Team whose purpose is to focus on the training of teachers on how to incorporate technology into the curriculum and make appropriate staffing recommendations, as needed. (Target Group: All) (NCLB: 1,2,3)	Action Idea Lead, Campus Technician, Content Area Specialist(s), Coordinator for Library Services, Design Team Leader, Director of Technology, Instructional Technologist	Summative - Identified personnel will be selected to comprise each campus' technology support team.				



 = Accomplished
 

 = Continue/Modify
 

 = No Progress
 

 = Discontinue


**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 5:** Infuse technology into the curriculum to enhance classroom instruction and learning for all students.


**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue developing Digital Citizenship lessons through the Library Media Specialist and Digital Classroom teachers to share with students and staff (Target Group: All) (NCLB: 4)	Administrator for Organizational Development, Campus Staff, Coordinator for Library Services, Librarian	Summative - Delivery of quarterly lessons				
2) Presentations to the campus community through workshops to students and staff regarding what the ILC has to offer as far as instructional/academic resources. (Target Group: All) (NCLB: 3)	Coordinator for Library Services, Principal, Librarian	Summative - Information brochure/ sheets and social media posts that highlight offerings on ILC website and campus instructional resources; displays of information within the ILC and on campus bulletin boards				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue



**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 6:** For the 2019-2020 school year, the student enrollment will meet or exceed 468 students.

**Evaluation Data Source(s) 6:** PEIMS Enrollment Reports

**Summative Evaluation 6:**


**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 7:** For the 2019-2020 school year, 97% of first time testers in middle school will attain the approaches level of performance, 86% will attain the meets standard of performance, and 43% will attain the masters level on the STAAR assessment.


**Evaluation Data Source(s) 7:** STAAR Assessment

**Summative Evaluation 7:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Creating an environment where students have an engaging, stimulating and relevant instructional opportunity. Teachers will reach the many diverse types of learners through lessons designed addressing the different learning styles: visual, kinesthetic, linguistic and musical methods.	Principal, Assistant Principal, Social Study Department Lead, Instructional Staff	Summative: STAAR Results; increase in overall performance and level III performance				
2) SIOP Training and strategies will be incorporated into all content to enhance the learning environment for identified ESL students.	Principal, Assistant Principal, Department Leads, Instructional Staff	Summative: STAAR Results; increase in overall performance of ESL population				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.



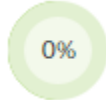

**Performance Objective 8:** For the 2019-2020 school year, 97% of first time testers in high school will attain the approaches level of performance, 78% will attain the meets standard of performance, and 42% will attain the masters level on the EOC assessment.

**Evaluation Data Source(s) 8:** State Assessment

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Instruction and campus-wide opportunities (i.e. extended day, tutoring, and goal setting forms) will focus extensively on expository and persuasive essay writing.	Principal, Assistant Principal, Department Leads, Instructional Staff	Formative: TANGO data from campus-based assessments and district benchmarks; Tutoring Sign-in Sheets Summative: STAAR/EOC results				
2) Instruction and campus-wide opportunities (i.e. extended day, tutoring, and goal setting forms) will focus extensively on the essay components that have been identified as an area of need for all students.	Principal, Assistant Principal, Department Leads, Instructional Staff	Formative: TANGO data from campus-based assessments and district benchmarks Summative: STAAR/EOC results				
3) Students will be provided extended day opportunities every IPR for end-of-course preparation including but not limited to TEKS progress checks, utilizing student data trackers, participation in level IV advanced work opportunities to improve advanced level mastery and additional customized tutoring	Principal, Assistant Principal, Extended Day coordinator, Instructional Staff	TANGO data on assessments				
	<b>Funding Sources:</b> 199 State Compensatory Education, At Risk - 15182.49					
4) Instructors will incorporate content strategies (i.e. S3 Strategies) over the course of the curriculum and email resources used (i.e. Laying the Foundation and Dana Center Activities) to promote Masters level recognition.	Principal, Assistant Principal, Department Lead, Biology Instructors	Formative - Unit assessment sand district benchmarks Summative - EOC state results				
5) Instruction will focus on the STAAR content required for mastery of the US History assessment through AP US History standards.	Principal, Assistant Principal, Counselor, Instructional Staff	Summative: US History EOC Results and Level III Advanced results				
6) Provide informational meetings with campus leaders (Department leads) on interventions for special education students to increase academic achievement (Target Group: SPED)	Assistant Principal, Director of Special Education, Instructional Intervention Specialist, Instructional Staff	Summative - Agendas, sign-in sheets, TANGO data				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
7) Monitor and support the implementation of differentiated instruction in grades 8-12 for students in all special programs. (Target Group: SPED)	Assistant Principal, Director of Special Education, Instructional Intervention Specialist, Principal, Instructional staff, Special Ed	Summative - TANGO data, classroom observations, lesson plans, student assessments				
8) Continue to actively screen and monitor students for homeless education program (McKinney-Vento Act) and foster eligibility. (Target Group: All) (NCLB: 4,5)	Campus Homeless Liaison, Counselor(s), Director of Federal Programs, Director of Parental Involvement, Intake Center Personnel, Principal	Summative - Documentation of 100% identified homeless students and foster students. Homeless Registration Questionnaire.				
9) Provide 100% of eligible migrant students opportunities to participate in enrichment programs and activities including college experiences, field trips leadership conferences, motivational speakers, retreats, workshops and summer programs (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Coordinator for Migrant Services, Director of Federal Programs, Migrant Counselors, Principal	Summative - Attendance records, recruitment logs, sign in sheets, counselor logs, student reports and surveys, documentation of parent meetings				
10) Provide migrant students identified as "priority for services" with appropriate supplemental services including enrichment programs. (Target Group: Migrant) (NCLB: 1,2,5)	Coordinator for Federal Programs, Counselor(s), Director of Federal Programs, Migrant Counselors, Principal	Summative - Documentation of services provided in coordination with migrant counselors, student, and campus, PFS Reports				
11) Provide 100% of costs for secondary migrant students testing and correspondence courses (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Director of Federal Programs, Migrant Counselors, Principal	Summative - Documentation of 100% of costs for secondary migrant students testing and correspondence courses accounted for				
12) Continued implementation of an extended day program for late arrival and early withdrawal students (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Coordinator for Migrant Services, Director of Federal Programs, Migrant Counselors, Principal	Summative - Documentation of implemented migrant extended day programs				
13) Closely monitor migrant student graduation cohort groups through the use of audit cards and PGP's. (Target Group: Migrant) (NCLB: 5)	Coordinator for Migrant Services, Counselor(s), Director of Federal Programs, Migrant Counselors, Principal	Summative - Analyze various academic data and coordinate services between students, counselors, and campus				
14) Provide parents with monthly monitoring of migrant student achievement through PFS action plan reporting (Target Group: Migrant) (NCLB: 5)	Coordinator for Federal Programs, Migrant Services, Migrant Counselors, Principal	Summative - Parent Signatures and Counselor Logs, Priority for Service Action Plan				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
15) Distribute a district-developed monthly newsletter to parents of students identified with dyslexia. (Target Group: Section 504, Dyslexia) (Target Group: Dys, 504) (NCLB: 1)	Dyslexia/RTI/504 Specialist	Summative - Parent feedback & number of parents accessing newsletter electronically on website				
16) Provide informational meetings with campus leaders (Principals and Assistant Principals) to support English Language Learners on individual campuses. (Target Group: ELL/LEP) (Target Group: ESL, LEP)	Chief Academic Officer, Director of Special Programs/Multi- Language, Principal	Summative - Agendas, Sign-In Sheets				
17) Implement the ESL Pull Out Based Program with fidelity at the secondary level to impact the English Language Learner academic success. (Target Group: ESL, LEP)	Assistant Principal, Director of Special Programs/Multi-Language, ELL Campus Contacts, ESL Administrators, Instructional Staff, Principal, Special Programs/Multi-Language Specialists, Principal	Summative - Campus Meeting Agendas and Sign-Ins ELL/LEP Intervention Plans monitored every 9 weeks, LPAC Folder Documentation				
18) Update and monitor ELL/LEP Intervention Forms for differentiated instruction in grades K- 12 for students in Bilingual/ESL programs. (Target Group: ESL, LEP)	Bilingual Administrators, Bilingual Teachers, Director of Special Programs/Multi-Language, ESL Administrators, Instructional staff, Principal, Special Programs/Multi-Language Specialists	Summative - ELL/LEP Intervention Plans				
19) Students will be provided extended day opportunities every IPR for end-of-course preparation including but not limited to TEKS progress checks, utilizing student data trackers, participation in level IV advanced work opportunities to improve advanced level mastery and additional customized tutoring	Principal, Assistant Principal, Extended Day coordinator, Instructional Staff	TANGO data on assessments				
	<b>Funding Sources:</b> 199 State Compensatory Education, At Risk - 9201.91					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 9:** For the 2019-2020 school year, EL students and Special Education students will attain a component score of 59 and 55, respectively.

**Evaluation Data Source(s) 9:** State Assessment

**Summative Evaluation 9:**

**Goal 3:** We will improve the learning experiences by using data that measures all students' weaknesses and strengths in order to address their curricular needs.

**Performance Objective 10:** For the 2019-2020 school year, all students, EL Students, and Special Education students will meet or exceed the attendance rate of 97.5%, 98%, and 97.3%, respectively.

**Evaluation Data Source(s) 10:** PEIMS Attendance

**Summative Evaluation 10:**

**Goal 4: We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.**

**Performance Objective 1:** Create opportunities to support and promote retention in an effort to increase student enrollment through year long and summer enrichment activities aligned with the curriculum.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

**Goal 4:** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

**Performance Objective 2:** For the 2018-2019 school year, 100% of 12 grade students will complete their FAFSA and the Apply Texas application.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

**Goal 4:** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

**Performance Objective 3:** Align activities at all levels that promote college and career readiness resulting in 100% of students achieving a college, career, or military readiness indicator.





**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Campus staff have been identified regarding their role in providing opportunities and resources to students including but not limited to completing College Readiness Checklists, providing resources to complete College Essays, completing Resumes, submitting FAFSA information and registering for SAT/ACT exams.	Principal, Assistant Principal, Counselor, Department Leads	Summative: All students participate in SAT/ACT; successfully complete their college essays; build a resume and submit information for FAFSA.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
2) Discuss graduation programs and credits with all students Pre-K-12 (Target Group: All) (NCLB: 5)	Counselor(s), CTE Counselors, Director of Guidance & Counseling	Summative - Graduation Rate				
3) Facilitate and conduct informational sessions on the college admissions and financial aid information. College Night/Financial Aid Night (Target Group: All) (NCLB: 5)	Counselor(s), Director of Guidance & Counseling	Summative - Number of students applying for financial aid and the number of college representatives that visit HCISD campuses and/or other locations. Example: TSTC				
4) Provide informational meetings on high school graduation requirements and college readiness. (Target Group: All)	Counselor(s), Director of Parental Involvement, Parent Liaison, Principal	Summative - Sign-In Sheets, Participants, Student Achievement				
5) Support and coordinate the required GT training for new teachers. (Target Group: All)	Director of Advanced Academic Services, Principal	Summative - Attendance at workshops and training certificates				
6) Provide each student with a Personal Graduation Plan (PGP) for post-secondary education. (Target Group: 9th, 10th, 11th, 12th) (NCLB: 5)	Campus Career Counselor, Counselor (s), CTE Counselors, Director of Guidance & Counseling, Principal	Summative - A personal graduation plan will be developed for all students beginning their 9th grade year.				
7) Provide 100% of eligible high school migrant students with college-sponsored summer school opportunities (Target Group: Migrant) (NCLB: 1,2,3,4,5)	Coordinator for Federal Programs, Counselor(s), Director of Federal Programs, Migrant Counselors, Principal	Summative - Summer school program attendance records, recruitment logs, and counselor collaboration				
<b>Funding Sources:</b> 212 Title 1, Part C Education of Migratory Childr - 300.00						
8) Provide instructional extended day and extended week programs for students in need of additional assistance. (Target Group: All, AtRisk) (NCLB: 4,5)	Director of Federal Programs, Principal, Teacher for After School Programs	Formative - Overall grade improvement Summative - Monthly attendance records.				
<b>Funding Sources:</b> 199 State Compensatory Education, At Risk - 9201.91						
9) Implement an aligned PAP curriculum for the four core areas (math, science, English and social studies). (Target Group: 9th, 10th, 8th) (NCLB: 1,4)	Assistant Principal, Chief Academic Officer, Content Area Specialist(s), Principal	Summative - Vertical alignment established by content area specialist and core area team for each academic area; Annual analysis of campus master schedule				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
10) Host review sessions focused on the specific AP exams that students will challenge. The sessions will include specific subject experiences (labs, etc.), completing practice tests and specific test-taking strategies.	Principal, Assistant Principal, Department Leads, AP Instructional Staff	Summative -- AP Results by subject area that qualify for college credit				
11) Provide a guidance plan regarding support for AP course completion. The plan will include discussions regarding tutoring opportunities, contacting parents, providing interventions at the campus level.	Principal, Assistant Principal, Counselor, AP Instructional Staff	Quarterly review of student IPR summaries; Summative - AP course completion rates				
12) Provide a campus-specific guidance plan regarding challenging AP exams that promotes AP test participation. The plan will include discussions with students and parents through campus-based activities and presentations regarding the importance of earning college credit and the significant impact of AP scores on college costs.	Principal, Assistant Principal, Counselor, AP Instructional Staff	PLC Minutes, Sign-in sheets for Meetings, Campus-based activities focused on the benefits of AP testing Summative - Percent of students participating in AP Testing				
13) Provide a campus-specific guidance plan regarding challenging AP exams that promotes AP test scores at a 3 or better. The plan will include discussions with students and parents through campus-based activities (Aligned curriculum, tutoring, review sessions, practice exams, & extended day opportunities) and presentations regarding the importance of earning college credit.	Principal, Assistant Principal, Counselor, AP Instructional Staff	PLC Minutes, Sign-in sheets for Meetings, Campus-based activities focused on the benefits of AP scores Summative - Percent of students scoring a 3 or better on their AP exams				

 = Accomplished     
 = Continue/Modify     
 = No Progress     
 = Discontinue




**Goal 4:** We will develop an individualized learning plan for all students that will assess results at specific intervals to ensure post-secondary and career readiness is achieved.

**Performance Objective 4:** For the 2018-2019 school year, the 4-year graduation rate and the completion rate will be at 100%.


**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Improve overall attendance rates by promoting the importance of daily attendance and successful participation in rigorous curriculum. (Target Group: All)	Assistant Principal, Attendance Clerk, Counselor(s), Instructional Staff, Parental Involvement, Principal	Summative - Daily announcements Quarterly attendance rates and increased participation incentive rates on a six week basis				
2) Students will participate in time-management workshops to prepare students for high school block scheduling and rigorous coursework	Principal, Assistant Principal, Counselor, 8th Grade Team Lead, Instructional Staff	All students are successfully promoted to the 9th grade				
3) Improve overall attendance rates by promoting the importance of daily attendance and successful participation in rigorous curriculum. (Target Group: All)	Assistant Principal, Attendance Clerk, Counselor(s), Instructional Staff, Parental Involvement, Principal	Summative - Daily announcements Quarterly attendance rates and increased participation incentive rates on a six week basis				
4) Grade level instructors, counselor and potentially parents will schedule interventions with students who have been identified as "in need of assistance" to ensure that they earn graduation credits.	Principal, Assistant Principal, Counselor, Grade Level Lead, Grade Level Instructors	Formative: Quarterly review of students grades Summative: Individual EOY Semester averages				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


## Goal 5: We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

**Performance Objective 1:** Spark partnerships by providing information to and training for our community resulting in 34 Strategic Plan Partnerships.


**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide training to parents on accessing online confidential student test results. (Target Group: 9th, 10th, 8th)	Counselor(s), Director of Accountability & Assessment, Director of Parental Involvement, Principal	Summative - Sign in sheets for informational sessions Percentage of parents contacted				
2) Ensure that parents are informed and familiar with Parent Access Center for monitoring of student grades and attendance. (Target Group: All)	Counselor(s), Director of Accountability & Assessment, Director of Parental Involvement, Parent Liaison, Principal	Summative - Participation, Number of parents utilizing the Parent Access Center				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue





**Goal 5:** We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

**Performance Objective 2:** Connect the community and the district with innovative approaches to addressing the educational needs of students.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Partner CTE teachers with local community and business leaders, supporting positive school/workforce networking, direction, and guidance in terms of relevantly preparing students of labor/college-ready expectations through classroom connections and teaching. (Target Group: All) (NCLB: 5)	Assistant Principal, Director of Career and Technical Education, Principal	Summative - CTE student classroom success, CTE teacher professional development and participation in campus-designed experiences with community partners.				
2) Provide activities for parents to encourage parental involvement in our schools. (Target Group: All) (NCLB: 4,5)	Director of Parental Involvement, Parent Liaison, Parent Volunteers, Principal, PTA	Summative - Sign-in sheets for parental involvement activities				
3) Nurture relationships with community partners by conducting presentations at each high school (Target Group: All) (NCLB: 5)	Counselor(s), Director of Advanced Academic Services, Director of Guidance & Counseling	Summative - Activity sign in sheets				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

**Goal 5:** We will increase the efficiency of communication between teachers, parents, and students to achieve the district's goal of meeting all students' educational needs.

**Performance Objective 3:** Saturate the community where it naturally exists with a Harlingen CISD presence to create a committed partnership.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Promote Campus Websites to parents allowing linkage to resources (Target Group: All)	Assistant Principal, Director of Parental Involvement, Librarian, Parent Liaison, Principal	Summative - Participation, Number of parents utilizing the Campus Websites				

# State Compensatory

## Budget for Harlingen School Of Health Professions:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
1997-11-008-24-6117789	6117 Supplemental Pay/Extra Duty Pay - Locally Defined	\$15,182.49
<b>6100 Subtotal:</b>		<b>\$15,182.49</b>
<b>6300 Supplies and Services</b>		
1997-11-008-24-6399-000	6399 General Supplies	\$1,375.00
2127-11-008-24-6399-000	6399 General Supplies	\$300.00
<b>6300 Subtotal:</b>		<b>\$1,675.00</b>



# Campus Funding Summary

<b>212 Title 1, Part C Education of Migratory Childr</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	7	Migrant funding for general supplies	2127-11-008-24-6399-000	\$300.00
<b>Sub-Total</b>					<b>\$300.00</b>
<b>199 State Compensatory Education, At Risk</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	8	3	Funding for Extended Day Opportunities		\$15,182.49
3	8	19	Funding for Extended Day Opportunities		\$9,201.91
4	3	8	Funds for maintaining extended day opportunities	1997-23-008-24-6121789	\$9,201.91
<b>Sub-Total</b>					<b>\$33,586.31</b>
<b>Grand Total</b>					<b>\$33,886.31</b>