

SAN SABA Independent School District Improvement Plan 2017 - 2018



State Compensatory Education

The comprehensive, intensive, accelerated instruction program at San Saba ISD consists of after school tutorials for students at risk, Saturday school for students needing to regain credit due to absences, two additional reading teachers to reduce the student teacher ratio in reading at middle school, support of character education programs, support ESL students with additional personnel in middle school and elementary school, support and provide for transition from Head Start through a Pre-kindergarten program, middle school and elementary counseling programs, reading support at elementary school and in support of Alternative School programs. Students enter the program through campus identification.

State of Texas and San Saba ISD Student Eligibility Criteria:

- A student under 21 years of age and who:
- Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
- Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
- Was not advanced from one grade to the next for one or more school years
- Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
- Is pregnant or is a parent
- Has been placed in an AEP during the preceding or current school year
- Has been expelled during the preceding or current school year
- Is currently on parole, probation, deferred prosecution, or other conditional release
- Was previously reported through PEIMS to have dropped out of school
- Is a student of limited English proficiency
- Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
- Is homeless
- Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home

2017-2018 Financial Insert for District and Campus Improvement Plans

Gifted and Talented Fund

fund	obj	org	Descr	Appr	52% to be spent on direct services		
							\$15,299
199	6249	1	GT COOP	-700			
199	6399	1	HS GT TEACHING SUPPLIES	-200			
199	6411	1	HS GT TRAVEL	-500		District Allocations	
				-1400			6100 \$40,626
							6200 \$2,100
							6300 \$1,000
199	6119	41	MIDDLE SCHOOL GT TEACHER SAL	-12,177.00			6400 \$2,000
199	6141	41	SOCIAL SECURITY	-174			\$45,726
199	6142	41	GROUP HEALTH AND LIFE	-817			
199	6143	41	MIDDLE SCHOOL GT W/C	-45			
199	6145	41	UNEMPLOYMENT COMPENSATION	-10			
199	6146	41	TEACHER RETIREMENT	-311		Template Allocation	\$27,426
199	6249	41	GT COOP	-700		Summary of Finance Allocation	\$27,818
199	6399	41	MS GT TEACH SUPPLY	-600			
199	6411	41	MS GT TRAVEL	-1,000.00			
				-15,834.00			
199	6119	101	ELEM. GT TEACHER SALARY	-24,355.00			
199	6141	101	SOCIAL SECURITY	-278			
199	6142	101	ELEM. GT GROUP HEALTH	-1,650.00			
199	6143	101	ELEM. GT W/C	-160			
199	6145	101	UNEMPLOYMENT COMPENSATION	-40			

199	6146	101	TEACHER RETIREMENT/TRS CARE	-609
199	6249	101	GT COOP	-700
199	6399	101	ES GT TEACH SUPPLIES	-200
199	6411	101	ES GT TRAVEL	-500
				-28,492.00

Strategies, Focus, Purpose

-45,726.00

6100

1/2 time teacher teaches 3 days per week in a pull out manner with grades PK - 4 - technology, robotics and research and enhancement of core TEKS is the focus

1/8 time teacher teaches 2 days per week in a pull out manner with grades 5 - 8; supervises PK - 4 and checks for compliance in high school; robotics, writing, research and Jason Project, LCRA River Watch Activities are some of the planned projects

6300

Classroom supplies; Kits for robotics; membership fees and supplies

6400

Student and teacher travel to support GT instruction

fund	obj	org	Descr	Appr	58% to be spent on direct services	
199	6112	1	SUBSTITUTE TEACHERS	-5,000.00		
199	6119	1	PROFESSIONAL SALARIES	-169,521.00	District Allocations	
199	6141	1	SOCIAL SECURITY	-2,323.00		6100 \$226,682
199	6142	1	GROUP HEALTH & LIFE INS	-13,086.00		6200 \$1,500
199	6143	1	WORKMENS COMPENSATION	-550		6300 \$20,300
199	6145	1	UNEMPLOYMENT COMPENSATION	-175		6400 \$18,500
199	6146	1	TEACHER RETIREMENT	-4,862.00		6600 \$5,000
199	6249	1	BUS ED EQUIPMENT REPAIR	-1,000.00		\$271,982
199	6249	1	CTE EQUIPMENT REPAIR	-500		

199	6399	1	VOC COPY PAPER	-700
199	6399	1	BUSINESS ED TEACHING SUPPLIES	-600
199	6399	1	VA EQUIPMENT	-1,000.00
199	6399	1	HM EQUIPMENT	-500
199	6399	1	VA TEACHING SUPPLIES	-2,500.00
199	6399	1	HM TEACHING SUPPLIES	-2,500.00
199	6399	1	CONST. CAREERS SUPPLIES	-2,500.00
199	6411	1	AG TRAVEL	-3,500.00
199	6411	1	BULDING TRADES TRAVEL	-500
199	6411	1	FCS TRAVEL	-3,500.00
199	6411	1	BUS/TECH TRAVEL	-500
199	6412	1	HS CTE STUDENT TRAVEL	-10,500.00
199	6629	1	BUILDING IMPROVEMENTS	-5,000.00
				-230,817.00

199	6399	999	CP SUPPLIES	-10,000.00
199	6119	999	PROFESSIONAL SALARIES	-28,375.00
199	6141	999	SOCIAL SECURITY	-402
199	6142	999	GROUP HEALTH & LIFE INS	-450
199	6142	999	GROUP HEALTH & LIFE INS	-1,200.00
199	6143	999	WORKMENS COMPENSATION	-75
199	6145	999	UNEMPLOYMENT COMPENSATION	-25
199	6146	999	TEACHER RETIREMENT	-638
				-41,165.00
				-271,982.00

Template Allocation	
Summary of Finance Allocation	\$386,424

Strategies, Focus and Purpose

6100

Salary and Salary related expenses for career and technology teachers and 2 technology staff members to support the 1:1 initiative and technology courses

6200

Repair equipment in the career and technology program

6300

Supplies for the career and technology classes; support college readiness; support the skills taught in class; support endorsements for graduation purposes

Special Education Fund

fund	obj	org	Descr	Appr	52% to be spent on direct services		
							\$288,410
199	6112	1	SUBSTITUTE TEACHERS	-500			
199	6119	1	HS SPECIAL ED TEACHER SALARIES	-63,810.00	District Allocations		
199	6141	1	HS SP ED SS/MC	-745		6100	\$283,664
199	6142	1	HS SP ED GROUP HEALTH	-4,237.00		6200	\$0
199	6143	1	HS SP ED W/C	-100		6300	\$4,350
199	6145	1	UNEMPLOYMENT COMPENSATION	-35		6400	\$183,382
199	6146	1	TEACHER RETIREMENT	-2,075.00			\$471,396
199	6399	1	HS SP ED TEACHING SUPPLIES	-1,000.00			
199	6399	1	HS SP ED EQUIPMENT	-250			
				-72752			
					Template Allocation		
					Summary of Finance Allocation		\$554,635
199	6112	41	SUBSTITUTE TEACHERS	-2,000.00			

199	6119	41	MS SP ED TEACHER SALARY	-115,598.00
199	6129	41	SALARY	0
199	6141	41	MIDDLE SCHOOL SS/MC	-1,593.00
199	6142	41	MIDDLE SCHOOL SP ED GRP HEALTH	-7,666.00
199	6143	41	MIDDLE SCHOOL SP ED W/C	-250
199	6145	41	UNEMPLOYMENT COMPENSATION	-50
199	6146	41	TEACHER RETIREMENT	-3,310.00
199	6149	41	OTHER EMPLOYEE BENEFITS	0
199	6399	41	MS SP ED TEACH SUPP	-500
				-130,967.00

199	6112	101	SUBSTITUTE TEACHERS	-500
199	6119	101	ELEM. SP. ED TEACHER SALARY	-58,150.00
199	6129	101	SALARIES	-13,479.00
199	6141	101	ELEM. SP ED FICA/MC	-1,807.00
199	6142	101	ELEM SP ED GROUP HEALTH	-5,286.00
199	6143	101	ELEM SP ED W/C	-300
199	6145	101	UNEMPLOYMENT COMPENSATION	-125
199	6146	101	TEACHER RETIREMENT	-2,048.00
199	6399	101	ES SP ED TEACH SUPPLIES	-2,600.00
				-84,295.00

199	6492	999	HOT PAYMENT	-183,382.00
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TOTAL -471,396.00

Strategies, Focus, Purpose

6100

Salary and salary related expenditures; allocated costs for substitute teachers.

6300

Funds for teaching supplies & equipment to support classroom instruction and individual student needs to reach goals and objectives and support the program.

6400

Cost of cooperative services with the Heart of Texas Cooperative: OT, PT, Diagnostician services and SHARS processing.

fund	obj	org	Descr	Appr	52% to be spent on direct services		
199	6399	1	HS ESL TEACHING SUPPLIES	-200			\$42,793
				200	District Allocations		
						6100	\$39,561
199	6399	41	MS ESL TEACH SUPP	-200		6200	
				200		6300	\$1,500
						6400	
199	6129	101	SALARIES	-33,601.00			\$41,061
199	6141	101	SOCIAL SECURITY	-2,303.00			
199	6142	101	ELEM ESL GROUP HEALTH	-3,300.00			
199	6143	101	WORKMENS COMPENSATION	-75			
199	6145	101	UNEMPLOYMENT COMPENSATION	-30	Template Allocation		
199	6146	101	TEACHER RETIREMENT	-252	Summary of Finance Allocation		\$82,294
199	6399	101	ES ESL TEACH SUPPLIES	-1,500.00			

State Compensatory Education --Alternative Education and PreK

fund	obj	org	Descr	Appr	% to be spent on direct services	Add to below SCE
199	6141	1	SOCIAL SECURITY	-500	District Allocations	
199	6145	1	UNEMPLOYMENT COMP	-15		6100 \$94,928
199	6145	41	UNEMPLOYMENT COMP	-20		6200
				-535		6300 \$700
						6400

fund	obj	org	Descr	Appr		\$996,868
199	6145	1	UNEMPLOYMENT COMPENSATION	-5		
199	6339	1	ALT CAMPUS TESTING SUPPLIES	-200		
199	6399	1	ALT CAMPUS TECH SUPPLIES	-500		
				-705	Template Allocation	

fund	obj	org	Descr	Appr	Summary of Finance Allocation
199	6112	101	SUBSTITUTE SALARY	-1,000.00	
199	6119	101	SALARIES - PREK COMP ED	-43,334.00	
199	6122	101	SUBSTITUTES	-500	
199	6129	101	SALARIES-PREK COMP ED	-39,868.00	
199	6141	101	SOCIAL SECURITY	-3,543.00	
199	6142	101	GROUP HEALTH & LIFE INS	-5,638.00	
199	6143	101	WORKERS COMPENSATION	-175	
199	6145	101	UNEMPLOYMENT COMPENSATION	-50	
199	6146	101	TEACHER RETIREMENT	-1,520.00	
				-95,628.00	

High School Allotment

fund	obj	org	Descr	Appr	100% Spent
199	6129	1	SALARY - HS AVID TUTOR	-10,800.00	
199	6141	1	SOCIAL SECURITY	-200	

199	6223	1	STUDENT TUITION	-17,500.00
199	6249	1	HS COMPUTER REPAIR	-2,000.00
199	6399	1	HS ALLOTMENT	-3,500.00
199	6399	1	COLLEGE READINESS	-1,000.00
199	6399	1	HS HONORS SUPPLIES	-500
199	6399	1	HS COMPUTER SUPPLIES	-1,000.00
199	6399	1	HS TECH SUBSCRIPTIONS	-5,000.00
199	6411	1	HS ALLOTMENT TRAVEL	-3,850.00
199	6411	1	AVID MEMBERSHIP RENEWAL	-5,000.00
				-50,350.00
199	6129	41	SALARY - MS AVID TUTOR	-10,800.00
199	6141	41	SOCIAL SECURITY	-200
199	6249	41	MS COMPUTER REPAIR	-1,500.00
199	6399	41	AVID COLLEGE READINESS SUPPLIE	-1,000.00
199	6399	41	AVID - HS ALLOTMENT	-2,000.00
199	6399	41	MS COMPUTER SUPPLIES	-2,000.00
199	6411	41	AVID COLLEGE READINESS TRAVEL	-2,000.00
				-19,500.00

Compensatory Education

fund	obj	org	Descr	Appr	52% to be spent on direct services	
						\$357,227
199	6112	1	SUBSTITUTE TEACHERS	-2,500.00		
199	6119	1	HS SCE TEACHER SALARIES	-29,736.00	District Allocations	
199	6119	1	SALARIES-D HALL	-2,000.00		6100 \$373,036
199	6119	1	SALARIES-SATURDAY SCHOOL	-1,000.00		6200 \$4,864
199	6119	1	TUTORIALS-HIGH SCHOOL	-2,000.00		6300 \$23,350
199	6129	1	SALARY	-20,110.00		6400 \$9,000

199	6141	1	HS SCE SS/MC	-1,968.00		\$410,250
199	6141	1	SOCIAL SECURITY	-50		
199	6141	1	SOCIAL SECURITY	-50		
199	6142	1	GROUP HEALTH & LIFE INS	0		
199	6143	1	HS SCE W/C	-125	Template Allocation	
199	6145	1	UNEMPLOYMENT COMPENSATION	-30	Summary of Finance Allocation	\$686,976
199	6146	1	TEACHER RETIREMENT/TRS CARE	-934		
199	6146	1	TEACHER RETIREMENT	-50		
199	6146	1	TEACHER RETIREMENT	-25		
199	6339	1	HS TESTING SUPPLIES	-4,000.00		
199	6399	1	HS SCE TEACHING SUPPLIES	-850		
199	6411	1	AVID TRAVEL HS	-1,500.00		
199	6411	1	AVID TEACHER TRAVEL HS	-2,500.00		
199	6411	1	HS SCE CONFERENCE TRAVEL	-500		
199	6112	41	SUBSTITUTE TEACHERS	-1,000.00		
199	6119	41	MIDDLE SCHOOL SCE SALARIES	-50,120.00		
199	6119	41	SALARIES-D HALL	-2,500.00		
199	6119	41	SALARIES-SATURDAY SCHOOL	-500		
199	6119	41	TUTORIALS-MIDDLE SCHOOL	-2,000.00		
199	6129	41	MIDDLE SCHOOL AIDE SALARY	-19,283.00		
199	6141	41	MIDDLE SCHOOL FICA/MED	-2,163.00		
199	6141	41	SOCIAL SECURITY	-200		
199	6141	41	SOCIAL SECURITY	-50		
199	6141	41	SOCIAL SECURITY	-50		
199	6142	41	MIDDLE SCHOOL SCE HEALTH	-3,737.00		
199	6143	41	MIDDLE SCHOOL SCE W/C	-115		
199	6145	41	UNEMPLOYMENT COMPENSATION	-50		

199	6146	41	TEACHER RETIREMENT/TRS CARE	-1,453.00
199	6146	41	TEACHER RETIREMENT	-50
199	6146	41	TEACHER RETIREMENT	-15
199	6146	41	TEACHER RETIREMENT	-20
199	6339	41	MS TESTING SUPPLIES	-500
199	6399	41	MS SCE TEACH SUPP	-500
199	6399	41	AVID SUPPLIES MS	-2,000.00
199	6399	41	AVID COLLEGE REDINESS MS	-2,000.00
199	6411	41	AVID TRAVEL MS	-1,500.00
199	6411	41	AVID TEACHER TRAVEL MS	-2,500.00
199	6411	41	MS SCE TRAVEL	-500
199	6119	41	SALARY	-46,695.00
199	6141	41	SOCIAL SECURITY	-666
199	6142	41	GROUP HEALTH & LIFE INS	-3,300.00
199	6143	41	WORKERS COMP	0
199	6145	41	UNEMPLOYMENT COMP	0
199	6146	41	TEACHER RETIREMENT	-1,467.00
199	6112	101	SUBSTITUTE TEACHERS	-500
199	6119	101	ELEMENTARY SCE TEACHER SALARY	-113,085.00
199	6119	101	SALARIES-D HALL	-500
199	6119	101	TUTORIALS-ELEMENTARY	-2,000.00
199	6122	101	SUBSTITUTE TEACHERS	-100
199	6129	101	SALARIES-ELEM AIDES	-40,872.00
199	6141	101	ELEM SCE FICA/MED	-4,465.00
199	6141	101	SOCIAL SECURITY	-50
199	6142	101	ELEM SCE GROUP HEALTH	-11,550.00
199	6143	101	ELEM SCE W/C	-275

199	6145	101	UNEMPLOYMENT COMPENSATION	-120
199	6146	101	TEACHER RETIREMENT	-3,447.00
199	6146	101	TEACHER RETIREMENT	-60
199	6339	101	ES TESTING SUPPLIES	-1,000.00
199	6399	101	ES SCE TEACH SUPPLIES	-1,000.00
199	6399	101	ELEM CHALLENGE LAB SUPPLIES	-1,500.00
199	6411	101	ES SCE CONF TRAVEL	-500

Title I Federal Funds Improving Basic Program

fund	obj	org	Descr	Appr
211	6119	1	TUTORIALS/SUMMER SCHOOL HS	-5,000.00
211	6141	1	SOCIAL SECURITY	-382
211	6143	1	WORKMENS COMPENSATION	-235
211	6146	1	TEACHER RETIREMENT	-492
211	6399	1	HS TEKS/CURR SUPPLIES	-2,286.00
211	6249	1	LIBRARY SUBSCRIPTIONS - HS	-2,432.00
				-10,827.00
211	6119	41	TUTORIALS/SUMMER SCHOOL MS	-5,000.00
211	6141	41	SOCIAL SECURITY	-383
211	6146	41	TEACHER RETIREMENT	-492
211	6399	41	MS TEKS/CURR SUPPLIES	-2,286.00
211	6249	41	LIBRARY SUBSCRIPTIONS - MS	-2,432.00
				-10,593.00

211	6119	101	SALARIES	-46,730.00
211	6119	101	TUTORIALS/SUMMER SCHOOL ELEM	-5,000.00
211	6122	101	SUBSTITUTES	0
211	6129	101	SALARIES	-55,038.00
211	6141	101	SOCIAL SECURITY	-4,476.00
211	6142	101	GROUP HEALTH & LIFE INS	-9,236.00
211	6143	101	WORKMENS COMPENSATION	-235
211	6145	101	UNEMPLOYMENT COMPENSATION	-235
211	6146	101	TEACHER RETIREMENT	-10,149.00
211	6149	101	OTHER EMPLOYEE BENEFITS	0
211	6399	101	ES TEKS/CURR SUPPLIES	-2,286.00
211	6249	101	LIBRARY SUBSCRIPTIONS - ES	-2,431.00
				-135,816.00
211	6119	750	SALARY	-19,375.00
211	6141	750	SOCIAL SECURITY	-281
211	6142	750	GROUP HEALTH & LIFE INS	0
211	6143	750	WORKMENS COMPENSATION	-40
211	6145	750	UNEMPLOYMENT COMPENSATION	-10
211	6146	750	TEACHER RETIREMENT	-1,844.00
211	6149	750	OTHER EMPLOYEE BENEFITS	0
				-21,550.00

211	6239	999	SER CTR STAFF DEV CONTRACTS	-11,000.00
211	6119	999	SALARY	-31,000.00
211	6141	999	SOCIAL SECURITY	-449
211	6142	999	GROUP HEALTH & LIFE INS	0
211	6143	999	WORKMENS COMPENSATION	-65
211	6145	999	UNEMPLOYMENT COMPENSATION	-20
211	6146	999	TEACHER RETIREMENT	-2,946.00
211	6149	999	OTHER EMPLOYEE BENEFITS	0
211	6399	999	SUPERVISOR SUPPLIES	-100
211	6411	999	SUPERVISOR TRAVEL	-1,913.00
				-47,493.00

Title II Principal and Paraprofessional Growth

fund	obj	org	Descr	Appr	% to be spent on direct services
255	6119	1	SALARIES	-16,229.00	
255	6141	1	SOCIAL SECURITY	-177	District Allocations
255	6142	1	GROUP HEALTH & LIFE INS	0	6100
255	6143	1	WORKMENS COMPENSATION	0	6200
255	6145	1	UNEMPLOYMENT COMPENSATION	-10	6300
255	6146	1	TEACHER RETIREMENT	0	6400
255	6149	1	OTHER EMPLOYEE BENEFITS	0	
				-16,416.00	

Template Allocation

255	6129	41	SALARIES	-13,778.00	Summary of Finance Allocation
255	6141	41	SOCIAL SECURITY	-993	
255	6142	41	GROUP HEALTH & LIFE INS	-3,300.00	
255	6143	41	WORKMENS COMPENSATION	0	
255	6145	41	UNEMPLOYMENT COMPENSATION	0	
255	6146	41	TEACHER RETIREMENT	-1,212.00	
255	6149	41	OTHER EMPLOYEE BENEFITS	0	
				-19,283.00	
255	6143	101	WORKMENS COMPENSATION	-30	
				30	

Title IV Commissioner's Goals (Reading/Math)

fund	obj	org	Descr	Appr		
289	1110	0	CASH IN BANKS	0	% to be spent on direct services	
289	1241	0	DUE FROM STATE	0		
289	2110	0	ACCOUNTS PAYABLE	0	District Allocations	
289	2161	0	ACCRUED WAGES PAYBLE	0		6100
289	2171	0	DUE TO GENERAL FUND	0		6200
289	2177	0	INTERNAL SERVICE FUND	0		6300
289	2211	0	ACCRUED EXPENSES	0		6400
289	2211	0	ACCRUED EXPENSES	0		
289	3700	0	BUDGETARY FUND BALANCE	0		
289	4310	0	RESERVE FOR ENCUMBRANCES	0		
289	4310	0	RESERVE FOR ENCUMBRANCES	0		
289	5929	0	REVENUE	0	Template Allocation	
289	6119	1	SALARIES	-5,000.00	Summary of Finance Allocation	
289	6141	1	SOCIAL SECURITY	0		

289	6142	1	GROUP HEALTH & LIFE INS	0
289	6143	1	WORKMENS COMPENSATION	0
289	6145	1	UNEMPLOYMENT COMPENSATION	0
289	6146	1	TEACHER RETIREMENT	0
289	6149	1	OTHER EMPLOYEE BENEFITS	0
289	6239	1	CONTRACTED SERVICES	-1,000.00
289	6399	1	SUPPLIES	-3,000.00
289	6499	1	MISCELLANEOUS OPERATING COSTS	-1,000.00
				-10000

fund	obj	org	Descr	Appr	% to be spent on direct services	
224	1110	0	CASH IN BANKS	0		
224	1241	0	DUE FROM HOT COOP	0		District Allocations
224	2110	0	ACCOUNTS PAYABLE	0		6100
224	2161	0	ACCRUED WAGES PAYBLE	0		6200
224	2171	0	DUE TO LOCAL OPERATING	0		6300
224	2177	0	INTERNAL SERVICE FUND	0		6400
224	2177	0	INTERNAL SERVICE FUND	0		
224	2211	0	ACCRUED EXPENSES	0		
224	2211	0	ACCRUED EXPENSES	0		
224	2211	0	ACCRUED EXPENSES	0		
224	2211	0	ACCRUED EXPENSES	0		Template Allocation
224	2211	0	ACCRUED EXPENSES	0		Summary of Finance Allocation
224	4310	0	RESERVE FOR ENCUMBRANCES	0		
224	4310	0	RESERVE FOR ENCUMBRANCES	0		
224	5929	0	REVENUE	0		

224	6119	1	SALARIES	-73,840.00
224	6129	1	SALARIES	-34,796.00
224	6141	1	SOCIAL SECURITY	-3,088.00
224	6142	1	GROUP HEALTH & LIFE INS	-13,200.00
224	6143	1	WORKMENS COMPENSATION	0
224	6145	1	UNEMPLOYMENT COMPENSATION	0
224	6146	1	TEACHER RETIREMENT	-10,606.00
224	6149	1	OTHER EMPLOYEE BENEFITS	0
				-135,530.00

224	6119	101	SALARIES	-20,100.00
224	6141	101	SOCIAL SECURITY	-284
224	6142	101	GROUP HEALTH & LIFE INS	-1,880.00
224	6143	101	WORKMENS COMPENSATION	0
224	6145	101	UNEMPLOYMENT COMPENSATION	0
224	6146	101	TEACHER RETIREMENT	-2,206.00
224	6149	101	OTHER EMPLOYEE BENEFITS	0
				-24,470.00

Special Programs List

Federal Programs

- Every Student will Succeed Act
 - Title I
 - Title II
 - Title IV
- English as a second language
- Special Education
- Dyslexia
- 504
- Carl Perkins
- Literacy Grant
- Technology Lending Grant
- REAP Grant

State Programs

- Accelerated Reading Instruction/Accelerated Math Instruction
- High School Allotment
- Career and Technology Education
- State Compensatory Education (assisting at-risk students)
- Gifted and Talented

Local Programs

- Student Enrichment
- EduHero
- Attendance Checks

- Before school tutorials
- After School tutorials
- Counseling referrals
- Academic Vocabulary
- Instructional assistance
- Use of TEKSResource - IFD and YAG
- STAAR tutorials
- Grade Level Teams
- Blackboard
- Discovery Education – Electronic field trips
- Dyslexia
- Texas Gateway – (Teachers and older students)
- Saturday school
- Summer school
- Study Island
- AVID
- Lexia Reading
- My Big Campus
- Small Group Instruction
- Student Assessment Team Meetings (Child Study)
- Enrichment Interventions
- Parent Conferences
- Phone Calls to Parents
- Rosetta Stone
- Parent Connect
- Accelerated Reader
- Reading Counts
- Edgenuity
- After school computer enrichment

- iStation
- Reading Mate
- IXL
- Tx-Air
- Discovery Ed Techbooks
- Gizmos

SAN SABA ISD MISSION STATEMENT

The mission of the San Saba Independent School District is to provide an educational environment that will enable **all** students to develop essential academic skills for a lifetime of learning and to prepare students to be responsible, contributing citizens in a diverse and changing world. The District is committed to maintaining high expectations of students as well as staff by demonstrating professional behavior and by supporting all students and school programs.

“Attitude is a Choice”

District Showcase:

2017 - 2018 San Saba Independent School District
PLANNING AND DECISION MAKING COMMITTEE

Michael Bohensky – Superintendent

Brenda Martinez – Assistant Superintendent

Dustin Anders – Middle School Principal

Scott Snyder – High School Principal

Kay Shackelford – Elementary Principal

Leanne Johnson – 9-12 Counselor

Kathryn Robertson – PK-4 Counselor

Monica Shahan – 5-8 Counselor

Colleen Womack– CTE

Kevin Shahan – San Saba ISD Board President

Ken Jordan – Business Representative and Parent

Lisa Theodosis - Community Representative

Dana Smith – Community Resource Representative

Dora Miller – Business Representative

Misty Everett – San Saba ISD Board Vice-President

Kim Daniel – Hill County Community Action and Head Start

JD Sheffield – District 59 House of Representative

Gary Kafer – District Director

Board Approved: November 13

District Goals 2017-2018

Academic Goals and Drop-out / At-Risk Goals:

Goal 1	All students will exceed the educational performance standards
Objective 1:	All student populations will meet or exceed the state passing standard on the required state assessments by 2018, achieve "Met Standard" on each Performance Domain and work toward Advanced Academic Achievement.
Objective 2:	All student populations as identified by each campus and district will meet or exceed Federal assessment requirements. Migrant students specifically will be provided services included in the Priority for Service Action Plan for San Saba ISD.
Objective 3:	70% of all Junior and Senior students will take the ACT or SAT and score at or above the state criterion and the number of students reaching the college readiness standards will increase to meet or exceed state requirements
Objective 4:	All student populations will maintain a 98% attendance rate
Objective 5:	Dropout rate for all student populations in grades 7 – 12 will be no greater than 1% annually and completion rate will be 100%
Objective 6:	Child study team and intervention teams will identify, evaluate, and provide service to 100 % of the students suspected of needing special education services or early interventions
Objective 7:	Social Studies results for the district will yield in 80% of all students taking a state assessment in history meeting or exceeding "Met Standards". Each student group represented at each campus will meet or exceed Level II Met Satisfactory on the respective Social Studies STAAR at 60%.
Objective 8:	San Saba ISD will provide evidence based reading and writing instruction to raise state assessment reading and writing scores by June 2017. District reading and writing scores will be targeted as areas to improve for all student populations but most importantly in economically disadvantaged groups in state assessments.
Goal 2	A well-balanced, vertically aligned curriculum will be taught so that all students may realize their learning potential and prepare for productive lives
Objective 1:	By August, 2018 all curriculum documents will be aligned to state content and performance standards
Objective 2:	All student populations will be provided career awareness opportunities and CTE course options and endorsement availability annually

Objective 3: By June 2018, literacy strategies will be aligned with IPSI and the Texas Literacy Initiative to raise literacy rates for all student populations in San Saba ISD.

Parent Involvement Goal:

Goal 3 All members of the school community will be partners in the continuing improvement of the educational system

Objective 1: Develop and utilize a variety of strategies to ensure communication with 100% of the targeted parent and community members regarding student achievement, meetings, and training sessions available at SSISD

Violence Prevention and Intervention Goal:

Goal 4 A school environment will be provided that is safe, orderly and well maintained

Objective 1: No reports of violent incidents will be reported by PEIMS and discipline referrals will be reduced by 10% from prior school year

Objective 2: Bullying Reports will be monitored and investigated 100% of the time reported

Technology Goal:

Goal 5 Technology will be provided that is available, workable and current

Objective 1: Innovative technology will be fully integrated on each campus and in all school facilities by August, 2017

Objective 2: All campuses will meet proficiency on the Texas Star chart by August, 2017

Facility Goal:

Goal 6 District facilities will be maintained and upgraded appropriately

Objective 1: By August of 2018 the ISD will review the facility plan and prioritize facility needs based on projects completed or newly identified needs

Objective 2: Survey of maintenance needs will be conducted at the end of each school year

Finance Goal:

Goal 7	SSISD will reserve 25% of its annual local operating budget to grow fund balance for future projects and to ensure fiscal soundness
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Objective 1: Annually, SSISD administration will meet with program directors, campuses, and survey staff to determine needs and adequate budget

Objective 2: SSISD administration will continue to monitor attendance and enrollment to accurately plan for budget and financial allocation

Highly Qualified Teacher Goal:

Goal 8	Highly qualified staff of professionals and para professionals will be employed to provide instructional support to students
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Objective 1: 100 % of the professionals and para professionals will be highly qualified according to federal guidelines or certified as appropriate with highly qualified qualifications being removed from federal guidelines. San Saba is committed to recruiting and retaining the most qualified teachers for the position.

Local Accountability Pilot Information :

Goal 9	The local district will provide a rating depending on the the
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Objective 1: 100% of the campus and District committees will devise a plan to identify areas of high quality and those needing to be improved.

Ten Components of Title I Schoolwide Program Plan

COMPONENT	OVERVIEW	STRATEGIES/ACTIVITIES
1. Comprehensive Needs Assessment	Overall Concerns of San Saba ISD	<ul style="list-style-type: none"> • Site-Based Committee Summative Review and Evaluation of needs for all students in the campus to begin Campus Plan • Round table discussion forum for community, staff, and administration that allows for sharing of comprehensive needs • School personnel, at all levels, meets to have opportunity to discuss needs of students both academically and personally • Social Studies alignment throughout K-12 are areas of concern and will be addressed through PLC and aligned curriculum and emphasis on assessment. • Teacher Survey used to provide input
2. Schoolwide Reform Strategies	Goals and Objectives will include literacy strategies for all students including differentiated strategies for migrant and economically disadvantaged	<ul style="list-style-type: none"> • At-Risk Program after school for low-achieving students or students at-risk of not meeting state standards • Use of modern research to implement the most up to date interventions in enrichment and intervention programs at the middle school campus • Program for students with discipline issue that cause them to be unsuccessful in the classroom • Truancy plan for attendance purposes • Go Center implemented • Summer Reading Program
3. Instruction by Highly Qualified Teachers	Implementation of a vertical/horizontal curriculum for the school district	<ul style="list-style-type: none"> • TEKS Resource System Training & Development • Professional Learning Communities formed, both grade and subject, to help address issues in all areas concerns in the classroom • Coordination with Region XV for PD needs
4. High-quality and ongoing professional development for teachers, principals and paraprofessionals	Continuous measures taken to meet the NCLB highly teachers for paraprofessionals and state certifications for all teachers	<ul style="list-style-type: none"> • In-service training for teachers • Teacher mentor to help in struggling areas

<p>5. Strategies to attract highly qualified teachers to high-need schools</p>	<p>Incentives and innovations such as improved funding, improved facilities and more aggressive recruiting across the region.</p>	<ul style="list-style-type: none"> • Staff recruitment at high profile job fairs and prestigious universities • Improved district/campus advertising for open educational • Expositions • Continued monetary incentives supported by regular budgets as well as educational grants and supports • Improve the physical aspect of the school site • Continue updating curriculum and technology available for teaching • Educational support to “grow’ bilingual educators • ESC 15 – TLI and AVID and IPSI
<p>6. Strategies to increase parental involvement through means such as family literacy services</p>	<p>Incorporation of literacy programs that will benefit the parents & community</p>	<ul style="list-style-type: none"> • Continued and regular meetings with the Site Based Committee • Collaborating with organizations and local businesses to enhance both the community and school district • Book Month “Family Night” activities • Open English as Second Language lab twice a week for both students and parents • Monthly literacy nights hosted by San Saba Elementary for the community • Coordination with CTC to provide GED and ESL classes for parents and community
<p>7. Plans for assisting preschool children in the transition from early childhood programs</p>	<p>Continued improvement of the pre-kindergarten program to include required curriculum</p>	<ul style="list-style-type: none"> • Middle School “Big Buddy” reading program for Pre-K/K (Middle School GT students assigned to this activity.) • CIRCLE Assessment provided to all 4 year olds at Headstart.
<p>8. Measures to include teachers in decisions regarding the use of academic assessments to provide information on, and to improve, the achievement of individual students and overall instructional program</p>	<p>Staff development, coordination, and collaboration that focuses on strategies to enhance the overall curriculum in order to improve student performance</p>	<ul style="list-style-type: none"> • Regular weekly staff meetings and teacher team meetings that regularly address academic assessments and the overall instructional programs • Reading Enrichment teams that outline specific needs of students • Eduphoria updates at certain intervals in the six weeks period. • Curriculum Based assessment updates within teachers and campus level administration

		<ul style="list-style-type: none"> • Address the needs of diverse learners by beginning to learn about blended learning opportunities
9. Effective, timely assistance for students who experience difficulty in attaining the proficient or advanced level of the academic content standards	At-Risk School Program; STAAR/Assessment Intervention and Accountability Measures for school campus	<ul style="list-style-type: none"> • After-school tutorials that enrich and support students in need • Enrichment blocks that address specific student deficiencies • Reviewing assessment data within the grade level to see what elements are weak • Data meetings held to review current and past achievement levels • Personal acceleration plans for each student not meeting satisfactory Level II during the prior year state assessment.
10. Coordination and integration of federal, state and local services and programs.	Implementation of Title I resources to areas of need	<ul style="list-style-type: none"> • Nutrition (CATCH program), Career, Violence prevention & Counseling training • Integrate Federal Program Information through FOR-C.

District Goal 1:	All students will exceed the educational performance standards				
Performance Objective 1:	All student populations will meet or exceed the state passing standard on the required state assessments by 2018, achieve "Met Standard" on each Performance Index and work toward all students reaching "Met" Academic Achievement.				
Summative Evaluation:	State Assessment Results, TAPR, FIRST, PBMAS				
ESSA Goal: 1 & 2					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Provide professional development and professional support to assist instructional staff in reaching educational goals including - AVID, Institute of Public School Initiatives and ESC XV offerings.	Superintendent, Assistant Superintendent, Campus Principals	08/17-07/18	Funding: Federal, Local Resources: ESC XV, Local Staff, Consultants, TCMPC , Literacy Grant, Blended Learning Conference	Teacher Surveys, TTESS, Coaching Visits, TCMPC CBA's,	SCE and 1.4.8
2. Utilize CBA's to implement & assure support of TEKSResource aligned curriculum	Principals, Asst. Supt.	08/17-05/18	Funding: Federal, Local Resources: ESC XV, Local Staff Consultants, TCMPC	Admin Walk Throughs, Curriculum Documents, Teachers Surveys, Student grade reports, Benchmark results, Eduphoria, Writing Plans	1.8
3. Continue implementation of benchmarking system through CBA's and other assessment sources including: MSTAR, IXL, TEKSResources, iStation and other identified monitoring assessments	Teachers, Principals, Asst. Supt.	08/17-05/18	Funding: Federal, Local Resources: ESC XV, Local Staff, ESC Consultants	Admin. Walk Throughs, CBA results, AR data, iStation, Eduphoria, TCMPC Assessments	1.4
4. Provide tutorial services to students to support needs identified by CBA results. Tutorials will be provided in school, during lunch and after school hours.	Principals, Asst. Supt., Teachers, Counselors, Literacy Coach	08/17-05/18	Funding: Federal, SCE, Local Resources: Study Island, Internet, Textbook Resources, Literacy	Number of students in tutorials, grade reports, Eduphoria , CBA results, iStation reports	SCE and 1

5. Provide video conferencing capability via distance learning lab for ESC use and university use for professional development and collaboration of dual credit teachers.	Superintendent, Asst. Supt., Director of Technology	08/17-05/18	Funding: ESC XV, Local, Resources: Master level teachers, Brady ISD, Infonet, ESC XV staff, TVSN	Dual Credit Enrollment numbers, number of staff dev. hosted	1.4.
6. Provide whole staff professional development in curriculum alignment and implementation of TCMPC and review of data with technology supports	Superintendent, Asst. Supt., Dir. Of Technology, Principals, HS Counselor	The week of August in-service 2017,	Funding: Federal, Local Resources: ESC XV, Local Staff Consultants, Eduphoria, TCMPC	Teacher Surveys, TTESS, Participation in ESC offerings, Attendance at TCMPC Conference, requests to modify CBA's to Asst. Super.	1.4.
7. Utilize data from STAAR and the safe guard information to target instruction of low objectives - Hispanic - writing, ECO DIS. - Writing; ELL - Reading	Superintendent, Asst. Super, Principals, Teachers	08/17 - 5/18	Funding: Federal, Local Resources: ESC XV, Local Staff Consultants, Eduphoria, TCMPC	CBA's, STAAR results, Heat Maps, Lesson Plans in Eduphoria, Campus Writing Plans	1.4
8. Provide whole staff professional & para professional development on strategies to assist ELL and Special Education Population	Principals, Supt. Asst. Supt, Special Education Director, Literacy Coach	08/17-05/18 & At ESC during year & by COOP	Funding: SCE, Local, Federal, Literacy Resources: ESC XV, Diagnostician; HOT, Inclusion specialist	Student and Teacher Surveys, TTESS, CBA results	SCE and 1.4
a. Provide specific training for staff serving identified populations: LPAC/ESL, GT, Special Education - CAP, Student Assessment	Principals, Supt. Asst. Supt	At ESC during year	Funding: Local, SE, GT Resources: ESC XV, GT Conf. HOT	Teacher Surveys, TTESS	1.4
9. Utilize core content tutorial software to assist identified students in grades K-12 with skill building in identified low objectives, ACT/SAT prep and credit recovery	Supt. Asst. Supt., Technology Director, Teachers	08/17-07/18	Funding: Federal, HS Allot, Local Literacy Grant Resources: Odyssey Ware, Study Island, APPs for iPads	Teacher Survey, Student Survey, Diagnostic reports from software, report cards	SCE and 4

10. Continue to focus on science and math instruction with TCMPC as the core program with supplemental materials	Supt., Asst. Supt., Principals, ESC XV, Teachers	08/17-05/18	Funding: Local, ESC XV Math Collaborative Resources: TCMPC, MSTAR/ESTAR, Eduphoria	Admin. Walk-throughs, Science and Math CBA's , Eduphoria, Math Collaborative & ESC Feedback	1
11. Provide targeted professional development to Writing, Math and Science teachers to improve instruction and meet state and federal required improvement targets	Supt., Asst. Supt., Principals, ESC XV, Teachers PSP	On-site, At ESC during year 08/17-05/18	Funding: Federal, Local Resources: ESC XV - Math Collaborative, TCMPC	Science and Math CBA results, Eduphoria, ESC Feedback	1.4.
12. Continue the implementation and growth of open enrollment Pre-Kindergarten	Supt., Asst. Supt., Principals, ESC XV, Teachers	08/17-05/18	Funding: Federal, Local, Resources: ESC XV, Head Start, TEA	Pre Enrollment numbers during PK roundup and numbers from Head Start and Day Care facilities. Scores on Head Start and PK reading inventories	
13. Explore and identify staff to head the Bilingual Program as indicated by projected numbers under Bilingual Exception. Grow bilingual educators from within the district.	Supt., Asst. Supt., Principals, ESC XV, Teachers	08/17-05/18	Funding: Federal, Local, Resources: ESC XV, TABE	Identification of Bilingual Teacher for the coming school year for Kindergarten.	
14. Continue to refine daily schedule at lower grades to ensure integration of science and social studies & sound reading instruction. Use BOSS time to target low student performance and accelerate learning and use Challenge Lab to differentiate for advanced students	Asst. Supt., Principals, teachers, elementary teachers, GT staff	as needed during year - 08/17-05/18	Funding: Literacy Grant, Federal, Local Resources: Science & Social Studies staff, GT staff, iPad APPS	Science and Social Studies CBA' results, Eduphoria, Reading Egg reports, iStation, IXL	1
15. Identify high performing campuses in the state and seek a model of good practices for science, ELA, social studies and math. Utilize Literacy Grant recipients as collaborators.	Superintendent, Asst. Super, Principals, Teachers	08/17-05/18	Funding: Local, Literacy Grant Resources: Eduphoria data, Principal Contacts, ESC XV, TCMPC, Project Share	Teacher surveys of school visited and summary of practices implemented, Literacy Project PLC information	1

16. Acquire instructional materials to support the instruction of writing, science and math and use iStation, MSTAR, PEG Writing to monitor student performance.	Asst. Super, Principals, Teachers, Counselors	As needed during the year - 08/17-05/18	Funding: Local, Federal Resources: ESC XV, Textbooks, Internet, TEA, iStation	CBA results, PEG Writing, Math Collaborative, Lesson Plans, purchase orders	1
17. Utilize a multitude of reading resources including adopted textbook/ SRA Imagine it for whole group instruction, in class libraries reading centers & ESC XV Teacher Reading Coach	ESC XV, Principals, teachers, Asst. Super	08/17-05/18	Funding: Local, Federal, Literacy Grant SCE Resources: AR, Star, iPad APPS, Reading Eggs, Eduphoria, TCMPC	Admin. Walk-through, iStation results, Reading CBA results, AR, Star, and feed back from ESC XV consultants	SCE and 1
e. Implement and utilize a comprehensive reading intervention/comprehension program to assist struggling readers PK - 12 and identify leveled readers to provide support at home and to differentiate in the classroom	Asst. Supt., Principals, Curriculum. Leaders, Teachers	08/17-05/18	Funding: Local, Federal Resources: ESC XV, SRA, Readingmate, Rosetta Stone, iStation, TCMPC	Admin. Walk-through, iStation results, Readingmate reports, Reading CBA results, AR, Star, Eduphoria, TCMPC performance indicators	SCE and 1.9.
19. Evaluate effectiveness of Library practices and consider extended day opportunities to keep the libraries open for parent/student use to encourage literacy and access to school. Support county library with good practices and Literacy Support	Principals, Teachers, Librarians	08/17-05/18	Funding: Federal, SCE, Literacy Grant Resources: Librarians, ELA Curriculum	Circulation reports; reports from online subscriptions; reports from librarians, # of visits by students to county library; feedback from county commissioners	SCE
20. Provide extended learning opportunities for students not mastering the curriculum and to accelerate students in college and career readiness:	Principals, Teachers, counselors	During year as needed in school & after school.	Funding: SCE, Federal Resources: Odysseyware, Eduphoria, Rosetta Stone, Study Island, iTunes U;	Study Island, teacher lesson plans and reports, students grade reports, CBA results, Study Island reports, use of iTunes U	SCE and 1.9.
a. Elementary – A "challenge" strand built in to day to help provide time in day to provide differentiated instruction -Use BOSS time & Challenge Lab to accelerate and challenge students and extend the MS robotics program to elementary school	Principals, Teachers, GT staff	08/17-05/18	Funding: SCE, Federal, Resources: , Study Island, AR, ESC XV, GT staff	Promotion/Retention Rates, progress reports, log in time for BOSS and Challenge lab, CBA results	SCE and 1.9.

<p>b. Middle School - Extended day and extended year and implement AP classes and AVID to increase student learning and promote college readiness.</p>	<p>Principals, Teachers, Super, Asst. Super, AVID teacher</p>	<p>08/17-05/18</p>	<p>Funding: SCE, Federal, Literacy Grant Resources: AVID, Study Island, Internet resources,</p>	<p>Promotion/Retention Rates, progress reports, lesson plans, CBA results</p>	<p>SCE and 1.9</p>
<p>c. High School - Extended through summer school and enrichment classes during the year for those not passing previous years EOC STAAR; Institute AVID for students meeting criteria— Attention spent on the College Preparatory Courses provided at the high school</p>	<p>Principals, Teachers, AVID Teacher, Super, Asst. Super</p>	<p>08/17-05/18</p>	<p>Funding: SCE, Federal, Literacy Grant Resources: Study Island, iTunes U; Texas GateyWay Curriculum docs, textbook resources, AVID</p>	<p>Promotion/Retention Rates, progress reports, Lesson Plans, CBA results, EOC retake scores.</p>	<p>SCE and 1.9</p>
<p>21. Continue with use of the programs, , and Rosetta Stone reading/language software to meet the needs of dyslexic students and ELL students in the promotion of reading. Review possible other options to address reading barriers.</p>	<p>Principals, Teachers</p>	<p>08/17-05/18</p>	<p>Funding: SCE, Federal, Local Resources: ESC XV, Scottish RiteProgram</p>	<p>TELPAS reports, diagnostic reports from software programs, student grade reports, monthly dys reports, ESL Reading Smart Reports</p>	<p>SCE and 1.9.</p>
<p>22. Integrate core area content with CTE courses to support mastery of state assessment –review courses and evaluate CTE courses endorsements;</p>	<p>Principals, Teachers</p>	<p>08/17-05/18</p>	<p>Funding: CTE, Local , Perkins, Resources: Tech Prep, ESC XV, TEA, Eduphoria</p>	<p>Admin. Walk-throughs, Student project demonstrating TEKS integration, CTE Integrated curriculum, Teacher Lesson Plans</p>	

District Goal 1:	All students will exceed the educational performance standards				
Performance Objective 2:	All student populations as identified by each campus and district will meet or exceed Federal assessment requirements. Migrant students specifically will be provided services included in the Priority for Service Action Plan for San Saba ISD. PSP Plan Attached				
Summative Evaluation:	State Assessment Results, TAPR, FIRST , PBMAS				
ESEA Goal: 1 & 2					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. San Saba ISD will continue to monitor the performance of students at SSES, SSMS, SSHS in writing, reading and in math	Superintendent, Asst. Super, Principals, Counselors	8/16 - 5/17	Funding: SCE, Federal, Literacy Resources: AVID, TCMPC, ESC XV	District will review CBA's, continue admin walk throughs, consult with ESC XV on progress made. PEG writing.	SCE and 1.9
a.San Saba Elementary School students will improve reading performance by targeting instruction in low areas as identified by STAAR performance and other diagnostic tools.	Principals, Teachers, Super, Asst. Super,	08/16-05/17	Funding: SIP, SCE, Federal, Literacy Grant Resources: Reading Eggs, iPad Apps, tools/resources, TCMPC, classroom libraries, BOSS time	Student progress reports, teacher Lesson Plans, CBA results, iStation results, ESL reading smart reports	SCE and 1.9
b..San Saba Middle School students will improve math & reading and specifically social studies performance by targeting instruction in low areas as identified by STAAR performance and other diagnostic tools	Principals, Teachers, AVID Teacher , Super, Asst. Super, Social Studies Teachers	08/16-05/17	Funding: SCE, Federal, Literacy Grant Resources: iPad Apps, TCMPC, tutorial time	Student progress reports, teacher Lesson Plans, CBA results, iStation results, performance in AP classes, Study Island, AVID reports, Study Island Reports, ESL reading smart for ELLS, Jarrett resources for SS	SCE and 1.9
c. San Saba High School students will improve writing & reading performance by targeting instruction in low areas as identified by STAAR performance and other diagnostic tools	Principals, Teachers, AVID Teacher, Super, Asst. Super	08/16-05/17	Funding: SCE, Federal, Literacy Grant Resources: AVID , TCMPC, tutorial time	Student progress reports, teacher Lesson Plans, CBA results, reading diagnostic reports, Study Island Reports, performance in AP classes, Study Island, AVID reports, PEG Writing, ESL Reading Smart reports	SCE and 1.9

<p>e. Identify migrant students and provide that no barriers take place and students meet progress on STAAR assessments.</p>	<p>Principals, Teachers, AVID Teacher, Super, Asst. Super</p>	<p>08/16-05/17</p>	<p>Funding: SCE, Federal, Literacy Grant Resources: AVID , TCMPC, tutorial timefor migrant students</p>	<p>Student progress reports, teacher Lesson Plans, CBA results, reading diagnostic reports, Study Island Reports, performance in AP classes, Study Island, AVID reports, PEG Writing, ESL Reading Smart reports</p>	
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School District: San Saba ISD
Region: 15

Priority for Service (PFS) Action Plan

School Year: 2017- 2018

Filled Out By: ESC MEP STAFF
Date: 08/01//2017

***Note:** Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., “Migrant PFS Action Pan Section”), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantage).*

<u>Goal(s):</u> To focus on the unmet needs of migrant children who have been identified for “Priority for Services” (PFS) by providing them with supplemental instructional and support services.	<u>Objective(s):</u> 100% of PFS students will have access to supplemental instructional and support services. 100% of parents of PFS students will be informed of their child’s academic progress and the instructional services provided.
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Required Strategies	Timeline	Person(s) Responsible	Documentation
Monitor the progress of MEP students who are on PFS.			
<ul style="list-style-type: none"> Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services. 	July 1- June 30	Migrant System Operator District Migrant	Monthly PFS Reports

		contact	
<ul style="list-style-type: none"> Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives. 	July 1 –Aug. 30	ESC Migrant Dept. District Migrant Contact	Signed PFS Action Plan
Additional Activities			
<ul style="list-style-type: none"> 			
Required Strategies	Timeline	Person(s) Responsible	Documentation
Communicate the progress and determine needs of PFS migrant students.			
<ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports. 	July 1- June 30	ESC Migrant Dept. District Migrant Contact	PFS Action Plan Sign In Sheet/Roster Email Doc. Monthly PFS Reports
<ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS information on the Priority for Service criteria. 	July 1 -June 30	District Migrant Contact ESC Staff	Agenda Sign-In Sheet
<ul style="list-style-type: none"> During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children. 	July 1 – June 30	Migrant System Operator District Migrant Contact	PFS Home Visit Form
Additional Activities			
<ul style="list-style-type: none"> 			
Provide services to PFS migrant students.			
<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to 	July 1- June 30	ESC Migrant Dept. District Migrant	PFS Reports Email

these students in migrant education program activities.		Contact	Documentation
<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies. 	July 1 – June 30	ESC Migrant Dept. District Migrant Contact	Email Documentation Community Resource List
<ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students. 	July 1-June 30	ESC Migrant Dept. District Migrant Contact	Student Participation List, Invoices, Sign In Sheets
Additional Activities			
<ul style="list-style-type: none"> 			

LEA Signature

Date Completed

ESC Signature

Date Received

District Goal 1:	All Students will exceed the educational performance standards				
Performance Objective 3:	70 % of all eligible students will take ACT/SAT and score at or above state criterion and the number of students reaching the college readiness standards defined by the state will increase to meet or exceed state requirements.				
Summative Evaluation:	TAPR and Individual Student Scores				
ESEA Goal:1 & 2					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Provide training for teachers teaching in content areas serving Gifted Population including AP offerings and training	Superintendent, Principals, Asst. Supt.	08/17-05/18	Funding: GT, Local Resources ESC XV, State Conferences	PDAS, Number of sessions attended at ESC XV, Teacher surveys, student projects, lesson plans, AP enrollment	1
2. Evaluate identification of GT students regarding IQ testing and achievement tests	Superintendent, Principals, Asst. Supt., GT coordinator	08/17-05/18	Funding: GT, Local Resources ESC XV, State Conferences	Minutes from meetings to discuss options	

3. Provide software and Internet resources to provide ACT/SAT tutorials and individual preparation & become an ACT testing site	Principals, Counselors	08/17-05/18	Funding: Local , HS All Resources: Internet, Edgenuity, Study Island, OnTrack UT Courses	Student ACT, SAT, # of TSI qualifying students, Postsecondary Readiness Indicators	
4. Nominate students for leadership opportunities and provide more Challenge activities to promote high expectations	Supt., Asst. Supt., Principals, Counselors	Fall, 2018 & in school year	Funding: Local, HS All, Resources: Internet, TIP, ACT/SAT	Student Scores, Attendance	
5. Enhance Advanced Placement course offerings in areas where there is not a dual credit offering including implementing an honors or pre-AP level in grades 6-8, Working on pathways	Principals, Counselors	08/17-05/18	Funding: Local , HS All, Resources: TEA, ESC XV, Local colleges offering training	Enrollment in AP, Number of courses added, readiness assessments for grades 6 & 7	1
6. Provide test fee assistance to encourage dual credit enrollment and college/tech school enrollment and dual credit scholarship	Principal, Counselor	08/17-05/18	Funding: HS Allotment Resources; Study Island, Edgenuity	Testing results, enrollments in post-secondary education and in dual credit	1
7. Provide students with the preparation in college awareness and plans as mandated by HB 5 as required by college admission, and opportunities and mandated in HB 2802 to provide postsecondary readiness indicators	Principal, Counselor	08/17-05/18	Funding: HS Allotment Resources: Study Island,	Testing results, enrollments in post-secondary education	1
8. Recruit highly qualified teachers to expand science and math offerings to meet the 4 x 4 plan and Foundation Plans. Prepare teachers to qualify CTE teachers for this service	Principal, Counselor	08/17-05/18	Funding: HS Allotment and CTE Resources: ESC XV	Testing results, enrollments in post-secondary education	1
9. Administer assessments for planning and counseling purposes and transition services for Special Education Students.	Principals, Counselors	10/17 & 04/18	Funding: Special Ed , HS All Resources: HOT, ACT, SAT, THEA, AVID, ASVAB, PLAN	Student score reports and assessment results	10
a. ASPIRE,PLAN, ASVAB, and Vocational Inventory at 8th grade & Explore	Principals, Counselors	10/17 & 04/18	Funding: SCE, Local, HS All, CTE Resources: College Board, TEA, ESC XV	Student score reports, AVID Lesson Plans and AVID teacher responses when visiting with students about these assessments	10.8

10. Support the expansion of dual credit and AP course offerings to improve academic competitiveness and college readiness	Supt., Asst. Supt., Principals, Counselors	08/17-05/18	Funding: Local , HS All Resources: CTC, Brady ISD, Angelo State University, Info Net, ESC XV, HS Allotment	Dual Credit Enrollment numbers, number of students attending college after high school	1
a. Support arrangement with Central Texas College, ASU, TSTC and TVSN to continue and expand offerings to adults in after school hours - including GED lab and ESL	Supt. Asst. Supt., Tech Dir.HS Principal, Counselor	08/17-05/18	Funding: Local Resources: CTC, Brady ISD, Info Net, ESC XV, HS Allotment	Dual Credit Enrollment numbers, number of students attending college after high school	1
b. Pursue the Early High School Designation Process for the attainment of associates degree and more online courses for students or improvement of courses without designation.	Supt. Asst. Supt., Tech Dir.HS Principal, Counselor	08/17-05/18	Funding: Local, Stimulus, HS All Resources: CTC, ECHS Program, Roscoe ISD, Infonet	Dual Credit Enrollment numbers, number of students attending college after high school, associate degrees obtained, AVID reports	
c. Continue the use of AVID grades 8-12 to build a college going public and build capacity with students	Supt. Asst. Supt., Tech Dir.HS Principal, Counselor	08/17-05/18	Funding: Local, Literacy Grant, HS All Resources: CTC, ECHS Program, Infonet, Educate Texas, Literacy Grant, AVID Org.	Dual Credit Enrollment numbers, number of students attending college after high school, associates degrees obtained, AVID reports	
d. Investigate Blended Learning Opportunities	Supt., Asst. Supt., Tech Dir., HS and MS Principals	08/17-05/18	Raise Your Hand Texas; Blended Learning Institute	Opportunities to provide A La Carte and sustained learning opportunities for students.	

District Goal 1:	All Students will exceed the educational performance standards				
Performance Objective 4:	All student populations will maintain a 98% attendance rate				
Summative Evaluation:	State Assessment Results, TAPR, FIRST, PBMAS				
ESEA Goal: 1, 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Communicate daily to notify parents of undocumented student absences	Principals, Counselors	08/17-05/18	Funding: SCE, Local Resources: Truant Officer, TXGradebook, student handbook	Attendance Rate Communications with parents, truant officer reports, detention of unexcused absences	SCE
2. Follow the comprehensive attendance and tardy policy	Principals, Counselors, Teachers, Office Staff	08/17-05/18	Funding: SCE, Local Resources: Truant Officer, Parent Portal, student handbook	Attendance Rate, Communications with parents, truant officer reports, detention of unexcused absences	SCE
3. Provide incentives and tangible rewards for perfect and improved attendance	Principals	08/17-05/18	Funding: Local	Attendance Rate, Communications with parents, truant officer reports, detention of unexcused absences, complaints filed to JP's office	SCE
a. Elementary - 6 week awards and annual recognition of perfect attendance	Principals	08/17-05/18	Funding: Local		SCE
b. Middle School - perfect attendance certificates at annual awards assembly	Principals	08/17-05/18	Funding: Local		SCE
c. High School - perfect attendance cards each six weeks, perfect attendance patches at annual awards assembly	Principals	08/17-05/18	Funding: Local		SCE
4. Use of truant officer when necessary to decrease truancy and enforce attendance policy	Principals	08/17-05/18	Funding: SCE, Local Resources: local policy and student handbook	Truant officer reports and complaints filed with JP's office	SCE
5. Intervention counseling sessions for at-risk students, provide information on GED only where appropriate and mandated and info on accelerated programs and adult ESL programs	Principals, Counselors	08/17-05/18	Funding: SCE Local Resources: Family Services, campus counselors	Dropout rates, passing rates, student report cards	SCE

6. Provide Saturday School and credit recovery opportunities	Principals, Counselors	08/17-05/18	Funding: SCE, Local Resources: Internet, Study Island, Textbook resources, Odysseyware	Number of students recovery credits, student report cards	SCE
7. Conduct home visits for students with excessive absences to determine possible solutions.	Principals, Counselors	08/17-05/18	Funding: SCE, Local Resources: Counselors, Truant Officers	Notes from parents and meeting with parents	SCE and 1
8. Periodic review of failures and students at-risk to determine intervention strategies	Principals, Counselors	08/17-05/18	Funding: SCE, Local Resources: Counselors	Failure list, student grade reports, counseling reports, principal board reports	SCE
9. Identify and provide services to students who are homeless	Asst. Super, Principals, Counselors	08/17-05/18	Funding: SCE, Local, Federal Resources: ESC XV, Dove Project	List of homeless students generated from survey form at registration; types and number of services provided to students	SCE

District Goal 1:	All Students will exceed the educational performance standards				
Performance Objective 5:	Dropout rate for all student populations grades 7-12 will be no greater than 1% annually and completion rate will be 100 %				
Summative Evaluation:	State Assessment Results, TAPR, FIRST, PBMAS				
ESEA Goal: 1, 2, & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Provide opportunities for campuses to conduct parent-teacher conferences at flexible times during the school year	Supt. Asst. Supt., Principals	08/17-05/18	Funding: Local Resources; Input from staff on calendar, SBDM	Open house and parent conference contact registers, survey from Parent Academy	1
2. Students will be assisted with acquiring the self assessment means to better understand self potential and abilities and how education will enhance these abilities	Principals, Counselors, AVID teacher	08/17-05/18	Funding: SCE, CTE Local, SE Resources: ASVAB, CLASS, ASPIRE, PSAT, Career Inventory, web links, AVID, Bridges	Results of assessments, AVID teacher responses	
3. Provide programs to students to inform them of future options, financial aid information including TEXAS Grant information	Principals, Counselors, Teachers	08/17-05/18	Funding: SCE, Local, Federal Resources: College Day, Career Day, Transition agencies, handbooks, web links, AVID	Number of students getting employment, seeking training after high school, college enrollment, dual credit enrollment	10
a. Career Investigations & Achieve Texas integrated into classroom subjects	Principals, Counselors, Teachers	08/17-05/18	Funding: Local Resources: Local speakers, Bridges	Teacher lesson plans, student projects	10
b. Career Day and or College Day travel opportunities	Principals, Counselors, Teachers, AVID teacher	08/17-05/18	Funding: Grant from Tech Prep, Local Resources: Tech Prep, local community support, AVID	Student and teacher surveys	10
c. CTE courses in high school and middle school and provide licensures in high school	Principals, Counselors, Teachers	08/17-05/18	Funding: Local, CTE Resources: TEA, ESC XV, Bridges	CTE course enrollment numbers, teacher and student evaluations	10

d. Free tuition and paid tuition to enroll in Dual Credit Courses	Principals, Counselors, Teachers	08/17-05/18	Funding: Local Resources: Infonet, CTC, ESC XV, HS Allotment, AVID, TSTC, UTPB,	Dual credit enrollment and successful completion	10
e. Host transition Fair for Special Education Students (Llano possibly)?	HOT, Principals	04/17-05/18	Funding: SE Resources: HOT, TX Rehab, MHMR	Number of students and parents attending transition fair	10
f. Host Student Financial Aid Night for Junior and Senior Students and offer scholarship incentive to attend	Principals, Counselors	10/17-02/18	Funding: Local Resources; Local College contacts	Number of students and parents attending Financial Aid night, survey by parents and students	10
g. Provide release days to Seniors for college day visits and provide for AVID students to visit college campuses	Principals, Counselors, AVID	08/17-05/18	Funding: Local, HS All Resources: Local College contacts	Number of students attending a college day	10
h. Provide Character building programs: Choices, provided by law enforcement, cover health related awareness program and Internet Safety	Principals, Counselors, Tech Director, Law Enf.	08/17-05/18	Funding: Federal Resources: ESC XV, Local Police Dept.	Parent and student survey of program, teacher lesson plans	
4. Provide PALS program for identified at-risk students in elementary and middle school	Principals, Counselor, Teacher	08/17-05/18	Funding: Local, Federal Resources: State organization, ESC XV	Discipline referrals, student surveys	
5. Promote Career Software and Internet based state provided programs promoting college and career planning.	Principal, Counselor, Teachers	08/17-05/18	Funding: Federal grant Resources; Tech Prep	Study Island reports on ACT/SAT prep, counselor notes on students using internet searches	10
6. Provide field trips to broaden the vision of future opportunities for students in grades K-12	Principal, Teachers, AVID	08/17-05/18	Funding: Local Resources: Sea World, Texas Parks, CTC, AVID	Parent, student and teacher surveys, benchmark results after field trips	1
7. School-wide College day to promote a college going public and interest in going to college	Supt, Asst. Supt, Principals, Counselors, Teachers	08/17-05/18	Funding: Local, Stimulus Resources: Avid, CTC, ESC XV, Early College High School Program	Surveys, counseling and teacher notes from visits with students, ACT/SAT prep software use, college admissions, PLAN, Explore scores	

8. Use AVID to build capacity with students and to create a college going public	Supt, Asst. Supt, Principals, Counselors, Teachers	08/17-05/18	Funding: Local, Stimulus Resources: Avid, CTC, ESC XV, Early College High School Program	Surveys, counseling and teacher notes from visits with students, ACT/SAT prep software use, college admissions, ASPIRE, Explore scores	
9. Provide summer school, Saturday school and credit recovery options for students at-risk	Asst. Supt. Principals, Counselors, Teachers	08/17-05/18	Funding: SCE, Federal, OEY Resources: ESC XV, TAKS reports, Textbook Resources AR, Study Island	Number of students promoted, credits earned, grade reports benchmarks achieved	SCE and 1.9.
10. Provide credit by exam opportunities for credit recover or credit acceleration	Principal, Counselors	08/17-05/18	Funding; SCE, Local, HS All, Federal Resources: Texas Tech, Textbook resources,	Number of students requesting credit by exam and successfully completing program for credit	SCE and 1.9.

District Goal 1:	All Students will exceed the educational performance standards				
Performance Objective 6:	Child study team and intervention teams will identify, evaluate, and provide service to 100 % of the students suspected of needed special education services or early interventions				
Summative Evaluation:	State Assessment Results, TAPR, FIRST , PBMAS				
ESEA Goal: 1 & 2 and CAP					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. All campuses will form and Child Study Teams will conduct extensive study of interventions provided before student is referred to special education	Principal, Counselors, HOT, Teachers	08/17-05/18	Funding: Local, SE Resources: HOT, ESC XV, iStation, Eduphoria	Special ed referrals/entries compared across the years for consistency and no over identification	
2. Provide staff with training on Response to Intervention, intervention strategies and the referral process; Use PLC time to work on RTI	Asst. Supt., HOT	08/17-05/18	Funding: SE, Local Hot Resources: HOT, ESC XV, iStation , Eduphoria	Teacher survey, referral documents completed accurately	
3. Monitor re-evaluations of students in special education to provide for accuracy through the RTI process	Principals, HOT, Counselors	08/17-05/18	Funding: SE, Local Hot Resources : HOT, ESC XV	Periodic checks for time-lines for accuracy	
4. Provide special education district policy on-line for easy reference by staff	HOT	08/17-05/18	Funding: SE, Local Hot Resources: HOT, ESC XV	Check number of hits to policy on line to monitor use	
5. Credentialed personnel will provide all related services	Supt., Asst. Supt., Principals	08/17-05/18	Funding: Local, SE Resources: HOT, Career fairs	Re-evaluate assignment/creditable annually through qualified survey and ESSA requirements	
6. Host agency fair to promote transition process (Texas MHMR, TSTC, Texas Rehabilitation Commission)	HOT, Principals, Counselors	08/17-05/18	Funding: SE, Local Resources: HOT	Number of parents/students attending the fair	7.10.
7. District will continue to refine and fully develop and implement a plan of Response to Intervention on all campuses including expanding services for students with Days	Supt., Asst. Supt., Principals	08/17-05/18	Funding: SE, Local, Literacy Grant Resources: Vendor Product for formative Eval., Study island, Tutorials, Intervention software, iStation, Eduphoria	CBA results, iStation	

District Goal 1:	All Students will exceed the educational performance standards				
Performance Objective 7:	Social Studies results for the district will yield in 80% of all students taking a state assessment in history meeting or exceeding “Approaches”. Each student group represented at each campus will meet or exceed “Approaches” on the respective Social Studies STAAR at 80%. 30% of students will reach the “Meets” designation.				
Summative Evaluation:	State Assessment Results, TAPR, FIRST, PBMAS				
ESEA Goal: 1 & 2					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Align CBA from 2nd-12th Grade.	Asst. Superintendent, campus principals	Each 6 Wks	Eduphoria, TEKSResource System	CBA Assessment Review	
2. Writing plans will be established at each campus	Asst. Superintendent, Principals, Social Studies Teachers	Writing artifacts will be collected in history after the 2nd 6 weeks to evaluate alignment of writing plan to social studies	IPSI Professional Development, PLC schedule for campuses and admin meetings.	Writing Samples after each six-weeks.	

District Goal 1:	All students will exceed the educational performance standards				
Objective 8:	San Saba ISD will provide evidence based reading and writing instruction to raise state assessment reading and writing scores by June 2018				
Summative Evaluation	TAPR, State Assessment reading and writing scores, School Report Card, Accountability Reports, PBMAS,				
ESEA Goal 1, 2 &3					
					Title I & SCE
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	
1. Improve writing skills of students in grades 2-12.	Asst. Sup., HS & MS Principal, English and SS Teachers	Sept. 2017; Dec. 2017; May 2018	IPSI PD, PLC Training	BOY-MOY-EOY Writing Samples; STAAR EOC Writing Scores	
2. Students will complete writing responses across the content areas in each grade level each six-weeks.	All content teachers, Asst. Superintendent,	8/24/2017-5/28/2018	IPSI PD, TEA STAAR EOC Writing Resources	STAAR Reading and Writing Scores across grade levels.	

District Goal 2:	A well-balanced, vertically aligned curriculum will be taught so that all students may realize their learning potential and prepare for productive lives				
Performance Objective 1:	By August, 2018 all curriculum documents will be aligned and reviewed for rigor according to state content and performance standards				
Summative Evaluation:	State Assessment Results, TAPR, FIRST, PBMAS				
ESEA Goal: 1 & 2					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Continue to provide writing across the curriculum training to all staff for providing writing instruction across the curriculum	Supt., Asst. Superintendent	Spring 2018	Funding: CTE, Local, Literacy Grant Resources: Tech Prep, ESC XV, TEA. Literacy Grant team at UT	Teacher Surveys, TTESS	
2. Make District aligned curriculum available thru Eduphoria to CTE staff to assist with integration & provide time to meet and plan and use Eduphoria to determine needs of students	Technology Director, Asst. Superintendent	08/17-05/18	Funding: Local, CTE Resources: TCMPC	Teacher Lesson Plans	
3. Revise CTE curriculum to support identified core content TEKS, add licensures and support Achieve Texas Initiative and newly adopted CTE TEKS	Principals, Teachers, CTE Teachers	08/17-05/18	Funding: Local, CTE Resources: TEA / State Curriculum Centers and Professional organizations	Curriculum guides, lesson plans, career pathways established	
4. Program administrators will meet to ensure coordination of federal and state programs: CTE Federal Title Programs, Migrant, Special Education, SCE.	Supt., HOT Dir. Principals, Asst. Supt.	08/17-05/18	Funding: SCE, Federal, State, Local Resources: TEA, HOT, ESC	Minutes of meetings	10

5. Coordinate activities with the elementary campus to provide transition of early childhood programs such as HeadStart & local day cares by hosting a transition day and periodic activities and visits to the elementary campus & providing services to Headstart through Literacy Grant	Principal, Counselors, Teachers	03/18-05/18	Funding: Federal, Local Resources: Programs, Book fairs, Food service,	Feedback from program coordinators, enrollment numbers from Headstart	1.7.10.
6. Review TCMPC for continued use of IFD, YAG, CBA's and other curriculum alignment documents	Supt., Asst. Superintendent, Principals, SBDM Committees, Trustees	04/17-06/18	Funding: Local, Title I, Resources: ESC XV, Teachers, TEA, TASA	Minutes of meetings; Status of TCMPC	
7. Instructional staff will be provided curriculum guides to utilize in classroom instruction - Core content will use TCMPC - guides will be IFD	Principals, Curriculum Leaders, Asst. Supt.	08/17-05/18	Funding: Federal, Local Resources: District Website, published document	Teacher lesson plans, benchmark results, Eduphoria Reports	1.4
8. Release time will be provided for teachers to meet to coordinate TCMPC curriculum - PLC Time	Principals	08/17-05/18	Funding: Local	Lesson Plans, notes from meetings, Eduphoria Reports	1.4
9. Integrate appropriate materials into curriculum guide to promote self-esteem and provide violence prevention strategies – Check on programs	Counselors, Teachers	08/17-05/18	Funding: SCE, Local, Federal Resources: Character Counts, Extension Agency	Discipline referrals, failure list, retentions	SCE
10. Staff development will be provided in the continued use and implementation of aligned curriculum - TCMPC	Asst. Supt. Principals, Curriculum leaders	08/17-07/18	Funding: Federal, Local Resources: Local Personnel, ESC XV	Teacher survey, lesson plans	1.4
11. Benchmarking strategies through CBA's to identify mastery and failure of at-risk population on state assessments	Asst. Supt. Principals, Curriculum leaders	08/17-05/18	Funding: Federal, SCE, Local Resources: TCMPC., ESC XV, Released STAAR, TEA	Teacher survey, lesson plans, benchmark results, Eduphoria reports, TCMPC assessment results	SCE and 1.4.7
12. Curriculum available on District website to provide for interaction and access across the district and Parent Portal provided to parents	Tech.Director	08/17-05/18	Funding: Local Resources: Website, Curriculum Docs.	Hits to the website, teacher lesson plans, Eduphoria reports, admin walkthroughs	

13. Continue to research current successful educational programs and visit successful school districts and study new curriculum product for implementation	Principals, Teachers	08/17-07/18	Funding: Local, Federal Resources: ESC XV, Eduphoria, Principal Contacts	Teacher notes, lesson plans, evaluation of visits	1.4
14. PE Assessment (Fitness Gram) will be properly implemented in all mandated grade levels	Supt., Principals, AD, PE Teachers, Tech Director	08/17-05/18	Funding: State Resources: State provided product	Assessment results	
15. Professional development will be sought in critical areas as determined by teacher surveys:	Supt. Asst. Supt. Principals	08/17-05/18	Funding: State and Local dollars Resources: ESC XV, Local Law enforcement	Teacher surveys, evaluations, lesson plans, implemented policy on Dating violence prevention and awareness opportunities	1.4
a. Drug education	Supt. Asst. Supt. Principals				1.4
b. ESL	Supt. Asst. Supt. Principals				1.4
c. Special education	Supt. Asst. Supt. Principals				1.4
d. GT	Supt. Asst. Supt. Principals				1.4
e. School safety	Supt. Asst. Supt. Principals				1.4
f. Technology	Supt. Asst. Supt. Principals				1.4
g. Homelessness and at-risk	Supt. Asst. Supt. Principals				1.4
h. Pregnant students	Supt. Asst. Supt. Principals				1.4
i. Dating violence prevention and PAPA	Supt. Asst. Supt. Principals				1.4
j. Suicide prevention/Child Abuse/Mental Health	Supt. Asst. Supt. Principals				1.4
k. Bullying Conflict resolution	Supt. Asst. Supt. Principals				1.4
l. Treatment programs for dyslexic students	Supt. Asst. Supt. Principals	08/17-05/18		1.4	
16. Improve UIL participation and SSISD's success in competition from all campuses	Supt. Asst. Supt. Principals	08/17-05/18	Funding; Local Resources: UIL, TCMPC, ESC XV, AP	Ranking and places in UIL District competition, number of students to regional and state competition	

District Goal 2:	A well-balanced, vertically aligned curriculum will be taught so that all students may realize their learning potential and prepare for productive lives.						
Performance Objective 2:	All student populations will be provided career awareness opportunities, CTE course options, and endorsement availability annually						
Summative Evaluation:	Parent/student surveys, State assessment results, Retention records, TAPR						
ESEA Goal: 1, 2 & 5							
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE		
1. Provide information to middle school and high school students and parents about:	Principals, Counselors	08/17-05/18	Funding: Local Resources: Student Handbook, Campus Curriculum Guide, College Reps	Parent surveys, number of students receiving financial aid, number of parents/students attending open house, financial aid meeting, and requests for assistance, dual credit enrollment numbers.	1.4		
a. Higher education admissions and financial aid opportunities	Principals, Counselors	08/17-05/18			1.4		
b. TEXAS grant program	Principals, Counselors	08/17-05/18			1.4		
c. The need for students to make informed curriculum choices to be prepared for success beyond high school; provide financial lit course to high school students	Principals, Counselors	08/17-05/18			1.4		
d. Information regarding dual credit offerings and TSTC offerings and TVSN and other possibilities	Principals, Counselors	08/17-05/18			1.4		
e. STAAR and STAAR EOC's - promotion requirements	Principals, Counselors	08/17-05/18			Funding: Local Resources: Campus Curriculum Guide, ESC XV, AVID	Check TCMPC charts; student benchmark performance; assessment results	1.4
g. Use AVID to promote a college going public and build capacity with students, O	Principals, Counselors	08/17-05/18			Funding: Local , Stimulus Resources: Campus Curriculum Guide, ESC XV, Curriculum Leaders , AVID	Check TCMPC charts; student benchmark performance; assessment results	1.4

District Goal: 3	All members of the school community will be partners in the continuing improvement of the educational system				
Performance Objective 1:	Develop and utilize a variety of strategies to ensure communication with 100% of the targeted parent and community members regarding student achievement, meetings, and training sessions.				
Summative Evaluation:	Surveys and interviews				
ESEA Goal: 1 , 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Parent Involvement Opportunities provided at the	Supt., Parent Inv. Coordinator, Principals	08/17-05/18	Funding: Local, Federal Resources: ESC XV, Local Volunteers	Evidence of parent Involvement Opportunities, number and types of projects	
2. Provide parents opportunity for input in Parent Involvement Handbook, student handbook, and student - parent compacts.	Asst. Supt. , Principals, Counselors	08/17-05/18	Funding: Federal, SCE, Local Resources: TEA, ESC XV,Eduphoria	Parent newsletters, Student Handbook, Newspaper articles, sign in sheets at open house and parent conferences	SCE and 6
3.Provide professional development to work with parents as equal partners (Federal)	Asst. Supt.	08/5/17-05/18	Funding: Federal Resources: ESC XV, TASA, TASB, TEA	Parent surveys and evaluations, numbers attending training	1.4.6
4.Provide written correspondence to parents/guardians regarding student assessment results, Homeless student information, student success initiative promotion requirements, NCLB requirements in language the parents can understand	Asst. Supt. , Principals, Counselors	08/17-05/18	Funding: Federal, SCE, Local Resources: TEA, ESC XV,Eduphoria	Parent newsletters, Student Handbook, Newspaper articles, sign in sheets at open house and parent conferences	SCE and 6
5. Disseminate Parents Newsletter monthly to parents to encourage parental involvement	Asst. Supt. , Principals, Counselors	08/17-05/18	Funding: Federal, ESC XV Resources: ESC XV	Increased attendance at open house and parent conferences	6
6. Encourage parent access to grades and attendance via the Internet via Parent Portal	Asst. Supt. Director of Tech.	08/17-05/18	Funding: Federal, ESC XV Resources: ESC XV	Number of accounts registered and number of times site is accessed	6

District Goal 4:	A school environment will be provided that is safe, orderly and well maintained				
Performance Objective 1:	No reports of violent incidents will be reported by PEIMS and discipline referrals will be reduced by 10% from prior school year				
Summative Evaluation:	Discipline referrals, PEIMS documents				
ESEA Goal: 4					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Explore measures decrease incidents of and provide staff development for addressing:	Supt. Asst. Supt. Principals	08/17-05/18	Funding: Local, Federal Resources: ESC XV, Local Personnel, Prof. Organizations, Local Law Enforcement	Teacher surveys and evaluations, discipline referrals, positive drug testing alerts, student arrests,	
a. Pregnancy	Supt. Asst. Supt. Principals				
b. Suicide prevention/mental health	Supt. Asst. Supt. Principals				
c. Conflict resolution and bullying	Supt. Asst. Supt. Principals				
d. Abstinence	Supt. Asst. Supt. Principals				
e. Dropout reduction	Supt. Asst. Supt. Principals				
f. Drug use prevention	Supt. Asst. Supt. Principals				
g. Behavior management and internet safety	Supt. Asst. Supt. Principals				
h. Dating violence prevention	Supt. Asst. Supt. Principals				
2. Continue student drug testing of those in extracurricular activities and expand to those parking on school property and prescription drugs	Supt. Principals	08/17-05/18	Funding: Local Resources: Local Policy, Southwest Consortium	Number of discipline referrals, number of positive drug testing screens	
3. Use drug dog services when necessary	Supt.	08/17-05/18	Funding: Local Resources; Law Enforcement	number of times needed to use the agency	
4. Participate in Safe and Drug Free Schools Activities & use SHAC to help provide information	Principals, Counselors	08/17-05/18	Funding: Local, SCE Resources: ESC XV	survey of impact from students, numbers participating	
5. Provide counseling to those in need or those exhibiting signs of abuse.	Principals, Counselors	08/17-05/18	Funding: Local, SCE Resources: Local services, Family Services, TCADA	Counseling reports, discipline referrals	SCE

6. Review and update Crisis Management Plan and EOP annually and implement Safety Audit findings	Supt., Asst. Supt., Principals, Counselors	08/17-05/18	Funding: Local Resources: ESC XV	Revised document presented to Board of Trustees	
7. Review and revise district policies/code of conduct and advise staff	Supt., Asst. Supt., Principals, Counselors	08/17-05/18	Funding: Local Resources: TASA, TASB	Admin. staff meetings, teachers meetings, revised document	
8. Use PALS program and Character Education to promote student awareness of safety, dangers of guns, drugs, alcohol and bullying	Principals, Counselors, Teacher	08/17-05/18	Funding: Local, SCE, Federal Resources: ESC XV, Extension Services, TEA	Discipline referrals, student surveys	
9. Continue participation of local law enforcement, EMS and VFD in schools programs & ALICE safety drills	Principals, Counselors	08/17-05/18	Funding: Local Resources: Local agencies	Student surveys, numbers participating in programs	
10. Schedule "Safety walkabouts" to determine areas of need and install new video surveillance	Supt. Principals	08/17-05/18	Funding: Local Resources: Maintenance reports	Minutes from sessions to document need	
11. Provide options for an emergency communications system between campus office and classrooms.	Superintendent, Principals	08/17-05/18	Funding: Local Resources: Vendors installing systems	Minutes from meeting with principal	
12. Coordinate with county Emergency coordinator regarding safety plans & lock outside doors and classroom; designate entries	Supt., Asst. Supt. Emergency Coordinator	08/17-05/18	Funding: Local Resources: County, ESC XV	Minutes from meetings; plans	
13. Continue ALICE Training for new staff and revisit with entire staff and community	Supt., Asst. Supt. Emergency Coordinator	08/17-05/18	Funding: Local Resources: County, ESC XV	Minutes from meetings; plans	

District Goal 4:	A school environment will be provided that is safe, orderly and well maintained				
Performance Objective 2	Bullying Reports will be monitored and investigated 100% of the time reported				
Summative Evaluation:	Discipline referrals, PEIMS documents				
ESEA Goal: 4					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. SSISD will review success and implementation of the bullying prevention policy, an Anonymous reporting system through StopIt	Super, Asst. Super, Principals, Counselors	05/18	Funding: Local Resources: TASB and ESC XV	Developed District Bullying Prevention Document	
2. SSISD will post the bullying policy for parent access on the District's website, Bullying Widget Form availa	Super, Asst. Super, Principals, Counselors	ongoing	Funding: Local Resources: TASB and ESC XV	Website posting	
3. SSISD staff will be trained on the identification and reporting of bullying	Super, Asst. Super, Principals, Counselors	08/17	Funding: Local Resources: TASB and ESC XV	Professional development plan	

District Goal 5:	Technology will be provided that is available, workable and current.				
Performance Objective 1:	Technology will be fully integrated on each campus and in all school facilities by August, 2016				
Summative Evaluation:	Teacher competencies, STAR Chart Results, Technology Plan, Surveys, E-Rate funding received				
ESEA Goal: 1, 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Pursue E-rate funding to provide upgrade to infrastructure & in new building projects	Dir. Tech., Asst. Supt.	08/17 05/18	Funding: Local & E-Rate Resources: Central Texas Telephone, ESC XV	Completed schedules filed for funding	
2. Re-evaluate staff technology competencies an re-implement the program and provide training	Dir. Tech., Asst. Supt.	08/17-05/18	Funding: Local , Federal Resources: ESC XV, TEKS, Tech Competencies	Review of competencies document, number of teachers reaching levels	4
3. Continue integration of K-8 technology TEKS and required 8th grade competency	Principal, Tech Teacher	08/17-05/18	Funding: Local Resources: Tech Competencies, TTESS req.	Number of students demonstrating mastery	4
4. Expand high school technology offerings to include new TEA approved courses and software upgrades	Principal, Tech Teacher	08/17-05/18	Funding: Local, CTE Resources: TEKS	Enrollment or choice indicated by pre-registration	4
5. Continue to support and promote District Webpage and Facebook page as a source of parent involvement and teacher information and resources	Tech. Director, Tech Teacher	08/17-05/18	Funding: Local, CTE Resources: BCIS II, Web mastering Class, CTT	Hits to web page, number of requests for information	4
6. Promote student/community collaborative projects to promote use of technology.	Supt. Asst. Supt. Principals	08/17-05/17	Funding: Local, Resources: Chamber of Commerce, City of San Saba,	Number of projects completed for community/city	4
7. Integrate the educational use of the iPads and certain apps for increasing instructional practices and student engagement	Principals, Tech Director, Integrators, Asst. Super, Superintendent, teaches	08/17-05/18	Funding; Local, Apple, ESC XV, iTunes, TCEA	Survey of students, teachers, parents. Assessment Scores, Student progress reports and report cards	

8. Utilize distance learning equipment to narrow the achievement gap by providing exploration and collaboration with offsite entities & using electronic field trips	Principals, Tech Director, Integrators, Asst. Super, Superintendent, teaches	08/17-05/18	Funding; Local, Literacy Grant Resources: Apple, ESC XV, iTunes, TCEA	Survey of students, teachers, parents. Assessment Scores, Student progress reports and report cards	
9. Assist special education students to achieve their educational goals through technology use and development of employability skills.	Principals, Teachers, Counselors, HOT	08/17-05/18	Funding: Local, SE Resources: ESC XV, HOT, MHMR	Transition/plans/interviews with students	
10. Provide professional development to staff to provide information on technology integration.	Tech. Dir., Asst. Supt.	08/17-05/18	Funding: Local Resources: Local Staff, ESC XV	Teacher survey, teacher lesson plans, TTESS	1
11. Continue to upgrade District/Campus Technology Equipment according to re-distribution plan	Tech. Dir. Supt. Asst. Supt	08/17-05/18	Funding: Local Resources: Local, Central Texas Tele. Vendors, ESC XV	Teacher Survey, Admin. Survey, On-site survey by vendors	
12 Pursue laptop 1:1 initiative for grades 5-8 to support instruction	Supt. Asst. Supt. Principals	08/17-05/18	Funding: Local Resources: Chamber of Commerce, City of San Saba, TEA Lending GRANT	Number of projects completed for community/city	4
13. Pursue more handheld devices for elementary students	Supt. Asst. Supt. Principals	08/17-05/18	Funding: Local Resources: Chamber of Commerce, City of San Saba	Number of projects completed for community/city	4
14. Expand wireless access for students at home	Supt. Asst. Supt. Principals	08/17-05/18	Funding: Local Resources: Chamber of Commerce, City of San Saba, BCIS II, Technology Lending Grant	Number of projects completed for community/city	4

District Goal 5:	Technology will be provided that is available, workable and current.				
Performance Objective 2:	All campuses will meet proficiency on the Texas Star Chart by August 2018				
Summative Evaluation:	Teacher competencies, STAR Chart Results, Technology Plan, Surveys, E-Rate funding received				
ESEA Goal: 1, 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. STAR Chart will be completed annually by staff and reviewed by campus principal	Tech Director, Principals	08/17-07/18	Funding: Local Resources: STAR Chart, ESC XV, TCEA	Comparison of STAR Chart from previous year; Date STAR Chart was completed	
2. Tech Director and Superintendent will review STAR Chart to direct professional development for staff	Tech Director, Superintendent, Trustees	08/17-07/18	Funding: Local Resources: STAR Chart, ESC XV, TCEA	Comparison of STAR Chart from previous year;	
3. Tech Plan will be reviewed by SBDM Committee are required	Tech Director, Superintendent, SBDM Committee	08/17-07/18	Funding: Local Resources: STAR Chart, ESC XV, TCEA	SBDM Committee inuted, recommendations, and sign in sheets	
4. Star Chart will be reviewed to provide direction of programs and equipment	Tech Director, Superintendent, Trustees, Principals	08/17-07/18	Funding: Local, Grants Resources: STAR Chart, ESC XV, TCEA	Comparison of STAR Chart from previous year;	

District Goal 6:	District facilities will be maintained and upgraded appropriately				
Performance Objective 1:	By May of 2018 the ISD will review the facility plan and prioritize facility needs based on projects completed or newly identified needs				
Summative Evaluation:	Completion of projects identified and prioritized for completion				
ESEA Goal: 1, 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Host strategic planning session for school board to determine future needs as determined by Facility Plan	Supt. Asst. Supt.	10/17	Funding: Local	Minutes from meeting & needs identified	
2. Survey for facility needs - public and school	Supt. Asst. Sup.	05/17	Funding: Local	Results of survey	
3. Look at information					
4. Schedule "walkabouts" with Board of Trustees for progress reports and needs survey	Supt. Asst. Supt.	08/17-05/18	Funding: Local/Lease Purchase Resources: Supt's List and Maintenance List of Concerns	Number of session held and reports provided	
5. Host Open house upon completion of upgrades	Supt. Asst. Supt., Board of Trustees, committee	08/17	Funding: Local/Lease Purchase Resources: San Saba News, Invitations, Scheduled Event	Number of people attending open house	
6. Monitor QSCB program used in financing school construction projects	Supt. Asst. Supt., Board of Trustees, committee	08/17-07/18	Funding: Local/Lease Purchase Resources: Government Capt.	Report of study and surveys and meetings	

District Goal 6:	District facilities will be maintained and upgraded				
Performance Objective 2:	Survey of maintenance needs will be conducted at the end of each school year				
Summative Evaluation:	Survey results				
ESEA Goal: 1, 2 & 5					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Continue summer maintenance projects as need indicates	Supt., Dir. Of Maint., Asst. Supt., Board of Trustees	03/17-08/18	Funding: Local Resources: work orders, lists from principals and main. Director	Projects completed on determined list	
2. Purchase property located close to main campuses as it becomes available in order to maintain and upgrade future building needs.	Supt., Dir. Of Maint., Asst. Supt., Board of Trustees	08/17-05/18	Funding: Local Resources: local realtors, tax office	Assess needs regularly and study suitability of property considered	
3. Conduct maintenance needs assessment with campus Administrators to determine needs and summer maintenance	Supt., Dir. Of Maint., Asst. Supt., Board of Trustees	03/18	Funding: Local Resources: work orders, lists from principals and Maint. Director	Completion of projects as prioritized in appropriate time frame	
4. Conduct needs assessment on future building projects	Supt., Dir. Of Maint., Asst. Supt., Board of Trustees	8/18	Funding: Local Resources: work orders, lists from principals and Maint. Director	Completion of projects as prioritized in appropriate time frame	

District Goal 7:	SSISD will reserve 25% of its annual local operating budget to grow fund balance for future projects and to ensure fiscal soundness				
Performance Objective 1:	Annually, SSISD administration will meet with program directors, campuses, and survey staff to determine needs and adequate budget				
Summative Evaluation:	FIRST report, SSISD Audit				
ESEA Goal: 3					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Superintendent will meet with all directors and key program people to solicit needs to increase the success and performance in all programs	Superintendent, Program leaders, Supervisors, Principals, Asst. Supt., Staff	06/18	Funding: Federal, Federal Resources: ESC XV, SBEC. Alternative testing	Results from requests	3
2. Superintendent will send out a notice for staff to provide requests for items that will make their program or their classroom more successful and effective. This will be worked into the budget as dollars allow.	Superintendent, Program leaders, Supervisors, Principals, Asst. Supt., Staff	05/18	Funding: Federal, State, and Local Resources; survey and email	Results from requests	

District Goal 7:	SSISD will reserve 25% of its annual local operating budget to grow fund balance for future projects and to ensure fiscal soundness				
Performance Objective 2:	SSISD Administration will continue to monitor attendance and enrollment to accurately plan for budget and financial allocation				
Summative Evaluation:	FIRST report, SSISD Audit				
ESEA Goal: 3					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. SSISD campuses will monitor attendance and utilize the truant officer to ensure maximum attendance dollars	Principals, Asst. Supt. and Supt.	08/17-05/18	Funding: Local, State and Federal Resource: ESC XV, PEIMS, TEA	Stable PEIMS reports, Truancy Reports, Accurate funding reports, attendance reports	3
2. SSISD campuses, Asst. Super and Superintendent will monitor PEIMS data to ensure accuracy of coding for maximum attendance dollars	Principals, Asst. Supt. and Supt.	08/17-05/18	Funding: Local, State and Federal Resource: ESC XV, PEIMS, TEA	Stable PEIMS reports, Truancy Reports, Accurate funding reports, attendance reports	
District Goal 8:	Highly qualified staff of professionals and para professionals will be employed to provide instructional support to students				
Performance Objective 1:	100% of the professionals and para professionals will be highly qualified according to federal guidelines				
Summative Evaluation:	Highly qualified federal report				
ESEA Goal: 3					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Pay fees for testing of professional personnel obtaining additional certifications	Principals, Asst. Supt.	08/17-05/18	Funding: Federal, Federal Resources: ESC XV, SBEC. Alternative testing	Number of fees paid & teachers certified	3
2. Provide professional development for teachers to become highly qualified.	Supt. Asst. Supt.	08/17-05/18	Funding: Federal, Federal Resources: ESC XV, SBEC,	TTESS, Classroom observations, ESC XV session attendance	3.4.

			Alternative testing		
3. Provide access to ESC XV training of para professional through the Para Professional Academy	Supt. Asst. Supt.	Aug. & Jan. of each year as needed	Funding: Federal, Federal Resources: ESC XV, SBEC	Number attending and successfully completing academy	3.4
4. Provide release time for para professionals attending college and professional development activities	Principals	08/17-05/18	Funding: Federal, Federal Resources: ESC XV, Area Workshops & college programs	Number attending professional development opportunities	1.3.4
5. Provide access to technology in order for professional staff and para professional staff will have access to higher education and professional development.	Supt., Tech. Dir., Principals	08/17-05/18	Funding: Local Resources: ESC XV, Info Net, CTC, TEA	Number attending professional development opportunities and utilizing technology applications	3
6. Implement incentive pay and incentive of receiving Master's and PhD., and UIL coaching	Supt., Asst. Supt., Board of Trustees, Principals	08/17-05/18	Funding: Local	UIL Results, TAPR, Master's degrees/PhD's acquired	3
7. Continue to provide AP professional development and add courses each year	Supt., Asst. Supt., Board of Trustees, Principals	08/17-05/18	Funding: Local	AP enrollment and teacher survey	1.5
8. Continue to seek ways to recognize district and district personnel for outstanding effort and student success	Supt., Asst. Supt., Board of Trustees, Principals	08/17-05/18	Funding: Local	Board recognition, TAPR	1.5
9. Continue to recruit or grow our own bilingual teacher	Supt., Asst. Supt., Board of Trustees, Principals	08/17-05/18	Funding: Local Resources: ESC XV, Job Fairs, TEA	Continue the process towards completion	
10. Study the Districts compensation program for competitiveness and success in attracting and retaining quality staff	Supt., Asst. Supt., Board of Trustees, Principals	08/17-05/18	Funding: Local	TASB reports, ESC comparisons, Surveys with other districts	1.5

District Goal 9:	Each campus and District rating on the Local Accountability information				
Performance Objective 1:	100 % of the campus and District committees will devise a plan to identify teachers needing certification and and those needing to be improved.				
Summative Evaluation:	TAPR, Staff Survey, Community Survey, School Board Survey. UIL Results				
ESEA Goal: 3					
Strategies	Persons Responsible	Time-line	Resources	Formative Evaluation	Title I & SCE
1. Conduct a survey by campus to identify areas of recognition	Superintendent, Campus Principal	01/17 & 05/18	TAPR, Acct. Guide, ESC XV, Survey Results	Survey Results, TAPR, local program evaluations	
2. Work during PLC's to determine from survey the items to be included in the published accountability	Principals & teachers	Each Monday	TAPR, Acct. Guide, ESC XV, Survey Results	Survey Results, TAPR, local program evaluations	
3. Identify items that need to be worked on to earn distinctions, badges and recognitions	SBDM Committee, Superintendent, Principals & teachers	01/17-05/18	TAPR, Acct. Guide, ESC XV, Survey Results	Survey Results, TAPR, local program evaluations	
4. Determine the UIL, Extracurricular Opportunities such as FCS, FFA, PALS,	SBDM Committee, Superintendent, Principals & teachers	01/17-05/18	TAPR, Acct. Guide, ESC XV, Survey Results	Survey Results, TAPR, local program evaluations	
5. Evaluate Early Reading Indicator in Prek-2 nd grade for progress from BOY to EOY on Grade level or above	Elementary Reading Team, Elementary Principals, Assistant Superintendent	10//17/2018	TAPR, iStation, CPALL,	Data reports from iStation and CPALLS	
6. Identify persons or use District SBDM committee to local accountability metric	SBDM Committee, Superintendent, Principals & teachers	01/17-05/18	TAPR, Acct. Guide, ESC XV, Survey Results	Survey Results, TAPR, local program evaluations	
7. Have over 95% of students involved in Community Involvement Project.					