

Clint Independent School District
Carroll T. Welch Elementary
2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster



Mission Statement

C. T. Welch Intermediate School Mission Statement

Carroll T. Welch Intermediate School and the community provide various interventions and enrichments to ensure students attain a higher level of academic achievement and success according to state and national standards.

La escuela intermedia Carroll T. Welch y la comunidad provee varias intervenciones y periodos para enriquecer su aprendizaje para lograr que los estudiantes lleguen a un nivel académico superior con éxito en los objetivos y estándares estatales y nacionales.

Clint Independent School District

Together...We Build Tomorrow

We Are:

Committed

Learner Centered

Innovative

Nurturing

Transparent

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Comprehensive Needs Assessment

Demographics

Demographics Summary

1. School

Carroll T. Welch has 838 students and has a grade span of Pk-5th grade. CTW is located in Horizon City, Texas and is a neighborhood school. The school was built in 1984 and has gone through several additions and remodeling to include refrigerated air and central heating. Our enrollment has decreased of the years as follows:

2019-2020 838
2018-2019 875
2017-2018 899
2016-2017 932
2015-2016 974
2014-2015 971

2. Race/Ethnicity

Our student population can be broken into the following groups:

African American: 8

Hispanic: 789

White: 12

American Indian:0

Asian: 1

Pacific Islander: 1

Two or more races: 0

This composition of our race/ethnicity is about the same as we had the previous year.

3. Student Groups:

Economically Disadvantaged: 100% (838 students)

English Language Learners: 57.5% (482 students)

Migrants: .002% (2 students)

Special Education: 11.8% (87 students)

At Risk: 100% (838 students)

504: .015% (13 students)

Homeless: .013% (11 students)

GT: .025% (21 students)

Trends:

We have had an increase from 3% to 11.8% this year for SPED.

We had had an increase from 56.3% to 57.5% in English Language Learners

We had an increase from 67% to 69.7% in At risk students

We had a decrease from 99.7% to 99.5% in Economically Disadvantaged Students

4. Staff Data:

Carroll T. Welch is comprised of the following faculty:

PK (2 mono, 2 bilingual), K (2 mono, 3 bilingual), 1st (3 mono, 3 bilingual), 2nd (3 mono, 4 bilingual),

3rd (3 mono, 5 bilingual), 4th (3 mono, 4 bilingual), 5th (4 mono, 3 bilingual), PE (2 coaches),

SPED 3 (teachers), Curriculum Coaches (2), Librarian (1), Technology Coach (1)

Total: 47 all fully certified

Experience ranges from two to twenty-five years

90% of the faculty is of Hispanic Descent

Faculty composition has not changed

Administrative Staff:

Principal (1) Assistant Principal (2) Counselor (1)

5. Parent/Guardian/Community:

Our school has a community that is mostly economically disadvantaged. About 90% of the parents speak Spanish and professions range from migrant field workers to Master Level Engineers. The community is established and therefore the growth of the student population is declining. We have many students that are living with relatives other than

parents and about 40% of them are coming from Mexico. About 30% of the students are being raised by grandparents.

6. **Attendance:**

Our attendance rate at this time is at 95.79%. Most of the absences are excused due to illness. Attendance incentives include ice free dress, pizza parties, attendance awards on a monthly basis, and we typically do recognition of medals or trophies at the end of the year. Parent sessions have been offered by our assistant principal, counselor, attendance clerk, and communities in school coordinator to ensure parents know their current attendance status and understand the importance of sending their children to school daily.

Excessive absences have been taken to court and truancy plans to make up time that includes intersession are in place. Administrators meet with parents to go over absences and given the opportunity to rectify the absences. Correlation between student achievement and absences are seen.

Tardies are still a problem. Skylerts and flyers reminding parents about start time are sent home. We currently post a sign outside our campus indicating if the student has arrived on time and when they are considered tardy.

7. **Discipline rates:**

The majority of discipline issues include name calling, fighting, and/or bus issues. The discipline measure that is mostly used is lunch detention with In-School Suspension secondly. The majority of discipline concerns were in 5th grade. We had a total of 29 referrals from July to March and 24 of them were from 5th graders, mainly boys.

Demographics Strengths

CTW's strengths include:

- An established community where we have minimal transition with students
- Parental support in academics
- 100% Certified Teachers
- Teacher turnover is low

Problem Statements Identifying Demographics Needs

Problem Statement 1: During the 2019-2020 school year, the special education population has steadily increased from previous years and STAAR Reading performance has improved but we need to continue to work in this area. **Root Cause:** Special education and general education teachers need to strategically plan together to identify areas of need of students and methods to adjust instruction as needed.

Student Learning

Student Learning Summary

Data & Scores:

IStation MOY:

Kinder- Tier 1 35% , 29% Tier 2, 35% tier 3

First - Tier 1 41%, Tier 2 32%, Tier 3- 27%

Second- Tier 1-42%, Tier 2 -22%, Tier 3-36%

Third Tier 1 45%, Tier 2 26%, Tier 3-29%

Due to school closure, we collected MOY data. Our students were not in school for the last three months of the school year, which could have been used to continue to improve in the areas of Reading.

Again, due to school closure, we will utilize last years data to measure strengths and ares of growth.

STAAR 2018-2019 Scores:

3rd Grade

	Approaches	Meets	Masters
Math	76.72%	40.52%	23.28%
Reading	62.5%	33.93%	22.32%

4th Grade

Math	62.93%	31.03%	15.52%
Reading	64.29%	26.79%	13.39%
Writing	52%	21%	5%

5th Grade

Math	78.47%	54.86%	38.19%
Reading	64.29%	26.79%	13.39%
Science	72%	41%	20%

EOY Benchmark were administered in February.

Grade	Approaches	Meets	Masters
3rd Grade			
Reading	60.17%	22.88%	13.56%
Math	67.97%	28.91%	11.72%
4th Grade			
Reading	63.03%	31.93%	15.13%
Math	59.02%	31.15%	15.57%
Writing	58.82%	34.45%	14.29%
5th Grade			
Reading	67.24%	32.76%	19.83%
Math	75.86%	40.52%	15.52%
Science	51.75%	21.05%	7.02%

We will continue to focus on all content areas to increase our meets and masters at all grade levels.

Student Learning Strengths

Bilingual students' STAAR scores increased from the previous year (2016/2017 to 2018/2019) in the following grades:

- 3rd grade Math by 12.00%
- 3rd grade Reading by 12.7%
- 4th grade Reading by 9.0%
- 4th grade Writing 1.0%
- 5th grade Math 16.7%
- 5th grade Reading 6.7%
- 5th grade Science 11.3%

Our data indicates students were making gains in the different content areas. Our campus is striving to increase our meets and masters ratings.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: During the 2019-2020 school year, CTW data indicates that our overall performance in all STAAR tested grades has decreased and needs to improve.

Root Cause: Campus instructional leaders and teachers need to monitor assessments and effectiveness of interventions.

School Processes & Programs

School Processes & Programs Summary

Our leadership team meets every week to review calendar of events, plan strategically to meet our week's priorities. Campus administration and literacy coaches lead PLC during Thursday Huddle. Monthly faculty meetings are held to ensure teachers are informed and updated on our campus goals. Monthly SIT meetings are held to get data from our vertical team. Teachers are given a full day of planning every nine weeks. These TEKS academies are lead by our curriculum coaches. Teachers plan their science labs, create their weekly lesson plans, and review data in order to guide instruction. Teachers contact parents regarding students' academic and attendance needs through Class Dojo, email, phone calls, school agendas, and parent/teacher conferences.

Instructional leadership team communicates with all stakeholders through a campus calendar, monthly newsletter, ALL Calls, updated marquee, conferences, family nights, and a Campus Class Dojo. Principal communicates with faculty and staff through a Prowling Panther News on a weekly basis, conferences and through email.

Students have opportunities to attend tutoring after school and during intersession. Students also receive additional support during the intervention block. Special Education students receive services during the intervention block and stay in their homeroom during the core instruction.

Administration is divided by grade levels and attend PLC meetings for their respective grades as well as all ARD's. Discipline is addressed through the counselor and administration. Our school improvement team helps guide administration with campus wide needs. CTW will implement SEL weekly lessons to assist students with strategies to deal with different situations they may encounter. The counselor will offer class and individual lessons that will focus on different traits. Additionally, CTW will amplify the Positive Behavior Interventions and Supports (PBIS) campus-wide. We will create posters to post throughout the school to ensure clear understanding on procedures.

Carroll T. Welch has a computer lab available for students and is a one-to-one campus, so every student 1st through 5th receives a chromebook and Pk/K receive an ipad. Students attend Music class every other week. There are two literacy rooms available for teachers to check-out books for their classroom.

The campus offers extra-curricular activities which include: robotics, UIL, band, ballet folklorico, Bee Bots, city baseball, teamquest, and student council. Students have opportunities to participate in different clubs like: safety patrol and Panther broadcast.

Our special education program offers co-teach model in the which the general education and special education team teach in the classroom. Teachers also provide resource and specialized support for students that require additional support. Carroll T. Welch has two BAC (Behavior Adjustment Class) in which they have a teacher and two aides. The units are a k-2 and a 3rd-5th class. Our GT teacher provides services for the GT students and also provides dyslexia services.

CTW provides opportunities to get our community and parents involved. Our CIS organizes various activities to engage our parents and community. Parent sessions are offered to support the campus goals. Our Counselor also organizes activities that assist with parent engagement.

Data is looked at as a campus, teacher and individual student level to drive instruction. Monthly data talks assist us to identify areas of need as well as vertical instructional gaps . RtI meetings take place monthly to discuss individual student needs.

Remote Learning Needs

The District will be required to operate Remote Learning programs, at all levels, during the Spring 2020 school year. This remote learning will require that the District create instructional programs and provide resources to families. The District will need to ensure that all students have Internet access so that this required Remote Learning can occur. The District will use Federal Funds to purchase mobile hotspots for students to access the Internet and Remote Learning programs.

School Processes & Programs Strengths

Carroll T. Welch's SEL program is outlined for the entire school year with lessons created by the counselor and the book of the month by the librarian. Lessons focus on traits that will improve student behavior. Campus leadership team is a collaborative team that works to ensure systems are in place for the different campus needs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: During the 2018-2019 school year, the campus did not facilitate a data driven dialogue professional learning community and began holding weekly meetings in the 2019-2020 school year. **Root Cause:** Data was not disaggregated, analyzed or shared with teachers in order to make instructional discussions.

Problem Statement 2: Not all students have access to Remote Learning **Root Cause:** Not all students have Internet access

Perceptions

Perceptions Summary

Carroll T. Welch strives to provide a safe and supportive environment for our students, faculty, and staff. We are committed to help our students academically and socially by creating a supportive environment. Our students have opportunities to participate in fine arts, athletics, UIL events, and extra-curricular activities outside the instructional day. Administration, CIS Coordinator, and Counselor welcome students in the morning as they come in to the school to begin the day in a positive manner. Teachers greet their students at the door every morning to establish a great start to the day.

Our campus provides weekly SEL lessons to focus on self awareness and management for behaviors. We have a k-12 alert district wide where students and parents can report bullying incidents anonymously. Our counselor provides individual, small and large group sessions on issues that arise at the campus.

The Communities In School (CIS) Coordinator helps reach out to families that do not show up to parent teacher conferences, RtI meetings, ARD Meetings, or who are going through something difficult in their lives. Services are provided for homework completion, Self-Esteem Building Activities, Discipline, Social Skills Building activities, social skills building activities and provide resources for families and students.

CTW hosts Grandparent's Day, parent classes, volunteer opportunities, Panther of the Month, pep rallies to promote school spirit, field day, fall festival, attendance incentives, earth day, coffee with the principal, PBIS recognition activities.

Perceptions Strengths

CTW community has multiple ways to be involved with campus initiatives. Strong parental communication with both our CIS Coordinator and Counselor has been established. Our school culture is positive for our students to feel safe and supportive.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: During our 2019-2020 school year, CTW teachers do not teach SEL lessons with fidelity.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback
- School safety data

Employee Data




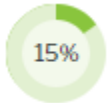
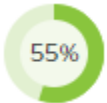

- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact










Goals







Goal 1: The District will be a model of high standards for student academic excellence.




Performance Objective 1: For the 2020-2021 school year, Carroll T. Welch will increase the percentage of students that meet the Meets Standards from 31% to 36% on the Reading STAAR Assessment.



Evaluation Data Sources: STAAR Reading Assessment Data, Benchmark Assessments Data, Unit Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will receive materials including books, manipulatives and supplies to help with math subjects strategies to support and enhance all learners.</p> <p>Strategy's Expected Result/Impact: Training sign in sheets Walkthroughs, lesson plans, intervention groups, RtI referrals</p> <p>Staff Responsible for Monitoring: Administration, Curriculum coaches</p> <p>Funding Sources: MENTORING MINDS - 199 GENERAL FUND - 199E11639900106030000 - \$12,564.09, LAKESHORE - 199 GENERAL FUND - 199E1163990010630000 - \$683.76, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106030000 - \$2,276.40, LAKESHORE - 199 GENERAL FUND - 199E11639900106030000 - \$811.98</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will be provided (Dyslexia, GT, Bilingual, Sped) research-based materials and resources for identification/interventions to for all content areas to include system 44, including classroom materials, copy paper for rotations, dictionaries, manipulatives, visuals, and classroom supplies.</p> <p>Strategy's Expected Result/Impact: walkthroughs, lesson plans</p> <p>Staff Responsible for Monitoring: Administration, Curriculum Coaches</p> <p>Funding Sources: PEARSON - 199 GENERAL FUND - 199E11633900106021000 - \$140, LAKESHORE - 211 ESEA, TI A IMP - 211E116399Q4106130000 - \$628.34, LAKESHORE - 199 GENERAL FUND - 199E11639900106021000 - \$199.76, LAKESHORE - 199 GENERAL FUND - 199E11639900106030000 - \$7,444.69, COMPLETE BOOK & MEDIA - 199 GENERAL FUND - 199E1163290106025000 - \$411.51, ACCELERATE LEARNING INC - 199 GENERAL FUND - 199E11639900106011000 - \$1,560, OFFICE DEPOT - 211 ESEA, TI A IMP - 211E116399Q4106130000 - \$372.05, CREATIVE MATHEMATICS - 199 GENERAL FUND - 199E11639900106030000 - \$5,965, LAKESHORE - 211 ESEA, TI A IMP - 211E116399Q4106130000 - \$326.73, OFFICE DEPOT - 199 GENERAL FUND - 199E11639900106025000 - \$1,413.36, LAKESHORE - 199 GENERAL FUND - 199E11639900106030000 - \$1,747.54</p>	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide after school tutoring to include bilingual students to focus on students needs; also tutoring on Saturdays, during intersession, and in the summer. Transportation for saturday school</p> <p>Strategy's Expected Result/Impact: Tutoring rosters, STAAR scores</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$382.50, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$1,800, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$4,200, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$4,200, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$600, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$3,000, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$690, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$4,590, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$7,590, TUTORING - 211 ESEA, TI A IMP - 211E611718106130000 - \$150, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$4,590, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$1,380, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$3,000, TUTORING - 211 ESEA, TI A IMP - 211E11611718106130000 - \$1,500</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide teachers and administration trainingl, books and supplies to keep data binders in order to keep data at hand to better implement and develop interventions for students. Data binder will be used during PLCs.</p> <p>Strategy's Expected Result/Impact: Binders checks, walkthroughs, RtI, PLCs</p> <p>Staff Responsible for Monitoring: Administration, Curriculum coaches</p> <p>Funding Sources: AVID CENTER - 199 GENERAL FUND - 199E11632900106030000 - \$1,580</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<p>Strategy 5: We will host a Reading Night where teachers will prepare reading activities for students to engage in with their parents.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, STAAR scores</p> <p>Staff Responsible for Monitoring: Librarian</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: OFFICE DEPOT - 211 ESEA, TI A IMP - 211E616399P2106130000 - \$108.79, SCHOLASTIC - 211 ESEA, TI A IMP - 211E616329P2106130000 - \$3,752</p>	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 6 Details	Reviews			
<p>Strategy 6: We will provide a wide variety of updated books and magazines for all classrooms including bilingual, library and system 44 to engage all students from pk to 5th grade in reading to help enhance instruction.</p> <p>Strategy's Expected Result/Impact: Individual classroom Reading data Improved Istation/STAAR Reading scores</p> <p>Staff Responsible for Monitoring: Administration, Librarian</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106036000 - \$159.21, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$1,956.75, COMPLETE BOOK & MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$1,986.75, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$830.98, SCHOLASTIC CLASSROOM MAGAZINES 2020-2021 - 199 GENERAL FUND - 199E11632900106030000 - \$5,637.39, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106034000 - \$120.31, COMPLETE BOOK & MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$663.50, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$1,139.10, LAKERSHORE - 211 ESEA, TI A IMP - 211E11632900106030000 - \$303.98, OPAL BOOZ & CO - 199 GENERAL FUND - 199E11632900106025000 - \$7,000, COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106025000 - \$1,193.70</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Provide support for 9-week Reading planning. Teachers will ensure clarity on Reading TEKS.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, classroom walkthroughs, observations</p> <p>Staff Responsible for Monitoring: Curriculum Coaches, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				








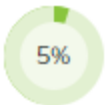




Strategy 8 Details	Reviews			
<p>Strategy 8: Students will be provided with learner-centered instruction through remote resources during the school closure to include supplemental technology supplies as part of federally funded programs to include but not limited to Chromebook adapters/chargers, Wifi hotspots, Chromebook computers, iPads, Software Programs (Mentoring Minds, Mathwarm-Ups,.com, Zoom, GotoMeeting, Google Classroom, Class Dojo, Remind, ScreenCastify, Edusmart, storybooks, Systems 44/Read180, STEMScopes, Lone Star learning, etc.) will be purchased and provided to students as part of the district's remote learning initiative as a supplemental to instruction.</p> <p>Strategy's Expected Result/Impact: Distribution Logs Check-out Forms Remote Learning Teacher Logs</p> <p>Staff Responsible for Monitoring: Administrators Teachers Curriculum Coaches Librarian</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: EDUSMART - 199 GENERAL FUND - 199E11624700106030000 - \$3,500, CDW-G - 211 ESEA, TI A IMP - 211E6390G4106130000 - \$639, MATHWARM-UPS - 211 ESEA, TI A IMP - 211E1163950010601030000 - \$8,990, CDW - 199 GENERAL FUND - 19*9E11639900106025000 - \$110, MENTORING MINDS - 211 ESEA, TI A IMP - 211E11639500106130000 - \$10,028.48, DELL - 211 ESEA, TI A IMP - 211E116382001060130030000 - \$20,720, DELL - 211 ESEA, TI A IMP - 211E11638300106130Y20 - \$1,942</p>	Formative			Summative
	Sept	Nov	Feb	May
				

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 2: For the 2020-2021 school year, Carroll T. Welch will increase the percentage of students that meet the Meets standard from 21% to 26% on the Writing STAAR Assessment.

Evaluation Data Sources: STAAR Writing Assessment Data, Benchmark Data, 3,6,9 Week Data for STAAR Grades, 9-week Writing Data for K-2

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of a school-wide writing plan where each student is to have one final draft composition developed by the end of each nine weeks.</p> <p>Strategy's Expected Result/Impact: Improved Writing in Campus, District and State Assessments, improved writing skills</p> <p>Staff Responsible for Monitoring: Teachers, Curriculum Coaches</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus-wide writing block will continue to be implemented to promote writing for all grade levels..</p> <p>Strategy's Expected Result/Impact: Walkthroughs, lesson plans, teacher schedules, improved student performance on STAAR</p> <p>Staff Responsible for Monitoring: Administration, Curriculum coaches</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: All teachers will continue to receive additional training and supplemental preparation supplies in Writing to obtain campus-wide alignment to support writing initiative.</p> <p>Strategy's Expected Result/Impact: Training sign-in sheets Walkthroughs, lesson plans, interventions</p> <p>Staff Responsible for Monitoring: Administration, Curriculum Coaches</p> <p>Funding Sources: EMPOWERING WRITERS WORKSHOP - 199 GENERAL FUND - 199E11641100106025000 - \$3,135, LAKESHORE - 199 GENERAL FUND - 199E11639900106030000 - \$501.36, LAKESHORE - 199 GENERAL FUND - 199E1163990010603000 - \$1,691.21</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide support for 9-week Writing planning. Teachers will ensure clarity on Writing TEKS.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, classroom walkthroughs, observations</p> <p>Staff Responsible for Monitoring: Curriculum Coaches, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 3: For the 2020-20201school year, Carroll T. Welch will increase the percentage of students that meet the Meets standard from 43% to 48% on the Math STAAR Assessment.










Evaluation Data Sources: STAAR Math Assessment Data, Benchmark Data, 3,6,9 Week Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide PK teachers supplemental material to include preparation materials and manipulatives for all core subjects to use during instruction.</p> <p>Strategy's Expected Result/Impact: Walkthroughs, lesson plans Staff Responsible for Monitoring: Administration, Curriculum Coaches Funding Sources: LAKESHORE - 199 GENERAL FUND - 199E116399PK106034000 - \$104.47, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$275.30, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$1,202.66, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$1,578.13, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$1,274.17, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$369.46, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$265.86, LAKESHORE - 199 GENERAL FUND - 199E11639900106036000 - \$176.39, OFFICE DEPO - 199 GENERAL FUND - 199E11639900106036000 - \$187.95</p>	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide after school tutoring, Tuesdays & Thursdays, Saturdays, during intersession, and in the summer to focus on areas of need.</p> <p>Strategy's Expected Result/Impact: Tutoring rosters/sign-in sheets, improved Math scores Staff Responsible for Monitoring: Teachers, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide support for 9-week Math planning. Teachers will ensure clarity on Math TEKS.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, classroom walkthroughs, observations Staff Responsible for Monitoring: Curriculum Coaches, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 4: For the 2020-2021 school year, Carroll T. Welch will increase the percentage of students that meet the Meets standard from 41% to 46% on the Science STAAR Assessment.

Evaluation Data Sources: STAAR Science Assessment Data, Benchmark Data, 3,6,9 Week Assessment Data














Strategy 1 Details	Reviews			
<p>Strategy 1: Provide supplemental materials for science to include test preparation materials, technology like STEMscopes, united streaming, and hands-on materials to enhance science instruction.</p> <p>Strategy's Expected Result/Impact: Walkthroughs, lesson plans, STAAR data</p> <p>Staff Responsible for Monitoring: Curriculum Coaches, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: SPED students will receive the support and instruction materials to help close the achievement gap. Teachers will be provided with materials that are needed to meet individual student IE P's and attend conferences such as the Autism Conference, Border Conference to learn strategies to help student be successful.</p> <p>Strategy's Expected Result/Impact: Increase of state assessment scores for SPED students.</p> <p>Staff Responsible for Monitoring: SPED Coordinators Teachers Curriculum Coach Administration</p> <p>Funding Sources: LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$753.10, LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$610.75, LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$942.21, LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$645.67, REGION 19 - 199 GENERAL FUND - 199E11623900106023000 - \$35, LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$184.26, LAKESHORE - 199 GENERAL FUND - 199E11639900106023000 - \$723.74, OFFICE DEPOT - 199 GENERAL FUND - 199E11639900106023000 - \$253.67</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Host a Science Night where teachers will prepare Science experiments for students to engage in with their parents.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, STAAR scores</p> <p>Staff Responsible for Monitoring: Curriculum Coaches, Administration</p> <p>Funding Sources: AUTISM VIRTUAL CONFERENCE - 199 GENERAL FUND - 199E11638300106023000 - \$375, COAST TO COAST - 199 GENERAL FUND - 199E11639900106023000 - \$198.40</p>	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 4 Details	Reviews			
Strategy 4: Equip a Science lab with materials for students to work on hands-on lessons for all grade levels. Strategy's Expected Result/Impact: Science lab sign-in sheet, Lesson plans, walkthroughs, Lab use, STAAR Science scores Staff Responsible for Monitoring: Administration, Curriculum Coaches	Formative			Summative
	Sept	Nov	Feb	May
Strategy 5 Details	Reviews			
Strategy 5: Science Lab Aide will support teachers as they work on their labs. Strategy's Expected Result/Impact: Lab sign-in sheets, STAAR Scores Staff Responsible for Monitoring: Administration	Formative			Summative
	Sept	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 5: For the 2020-2021 school year, Carroll T. Welch will create enrichment time across the core content areas to increase 5% of students meeting Masters standards on the state assessment.








Evaluation Data Sources: STAAR Assessment Data, Benchmark Data, 3,6, 9 Week Assessments, Istation in K-2

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus Panther Intervention block will provide additional support for students that are close to meets and masters in order to improve their STAAR scores.</p> <p>Strategy's Expected Result/Impact: STAAR Meets and Masters Scores, Campus Intervention/Enrichment schedule</p> <p>Staff Responsible for Monitoring: Teachers, Curriculum Coaches, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will provide enrichment camps during intersession and Saturdays.</p> <p>Strategy's Expected Result/Impact: Tutoring list, STAAR data</p> <p>Staff Responsible for Monitoring: Teachers, Curriculum Coach, Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Students will be exposed to the various careers during college Gen-Tx week and career week.</p> <p>Strategy's Expected Result/Impact: Planning meeting sign-in sheets, College Go Get It Week & Career Week</p> <p>Staff Responsible for Monitoring: Administration, Counselor</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 6: For the 2020-2021 school year, Carroll T. Welch will increase the state assessment scores in all content areas for At-Risk students by 5%.











Evaluation Data Sources: STAAR Assessment Data, Benchmark Data, and 3,6,9 Week Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide assessments and materials to help identify bilingual, GT and Dyslexia students to help with interventions and to enhance instruction according to student needs..</p> <p>Strategy's Expected Result/Impact: Rtl logs, Walkthroughs, Increased student performance on Campus assessments, Benchmarks, increased monthly Istation results</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: PRO-ED - 199 GENERAL FUND - 199E11633900106037000 - \$479.60, PEARSON - 199 GENERAL FUND - 199E1163390010621000 - \$798.50, PEARSON - 199 GENERAL FUND - 199E11633900106021000 - \$772.50, SCHOLASTIC TESTING SERVICES - 199 GENERAL FUND - 199E11633900106021000 - \$90.60, DATA RECOGNITION CORPORATION - 199 GENERAL FUND - 199E11633900106025000 - \$1,179.04, LAKESHORE - 199 GENERAL FUND - 199E11639900106025000 - \$1,595.58, LAKESHORE - 199 GENERAL FUND - 199E11639900106025000 - \$1,044.66, DATA RECOGNITION CORPORATION - 199 GENERAL FUND - 199E11633900106025000 - \$928.40, SCHOLASTIC TESTING SERVICES - 199 GENERAL FUND - 199E11633900106021000 - \$171.20, SCHOLASTIC TESTING - 199 GENERAL FUND - 199E11632900106021000 - \$45.20</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 7: For the 2020-2021 school year, Carroll T. Welch will increase the state assessment scores in all content areas for English Learners students by 5%.











Evaluation Data Sources: STAAR Assessment Data, Benchmark Data, and 3,6,9 Week Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will be provided with material and books to help with individual student to include bilingual student interventions. Teachers will document student interventions in Frontline and progress will be monitored by Rtl team.</p> <p>Strategy's Expected Result/Impact: Increase in Tier 1 students</p> <p>Staff Responsible for Monitoring: Teachers, Rtl team Intervention Logs</p> <p>Funding Sources: COMPLETE BOOK AND MEDIA - 199 GENERAL FUND - 199E11632900106030000 - \$1,232</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide training on 7-steps (siete pasos) and Kinder Readiness so teachers can support our English learners in all content areas.</p> <p>Strategy's Expected Result/Impact: STAAR Scores</p> <p>Staff Responsible for Monitoring: Administration, Curriculum Coaches</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 8: For the 2020-2021 school year, Carroll T. Welch will increase the state assessment scores in all content areas for Special Education students by 5%.








Evaluation Data Sources: STAAR Assessment Data, Benchmark Data, and 3,6,9 Week Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: All sub-populations will be placed with highly qualified staff such as teachers that are GT certified, Special Ed and/or bilingual.</p> <p>Strategy's Expected Result/Impact: walkthroughs, benchmarks</p> <p>Staff Responsible for Monitoring: Administration, Class rosters, Teacher certification</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Co-teach general education teachers will attend trainings provided by the district and will plan with the special education teacher during planning days to ensure alignment in instruction and strategies.</p> <p>Strategy's Expected Result/Impact: Special Education STAAR scores</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 9: For the 2020-2021 school year, Carroll T. Welch will increase the state assessment scores in all content areas for Migrant students by 5%.











Evaluation Data Sources: STAAR Assessment Data, Benchmark Data, and 3,6,9 Week Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: The administration team will meet with teachers that currently serve migrant students to discuss areas of need and strengths.</p> <p>Strategy's Expected Result/Impact: Improved STAAR scores</p> <p>Staff Responsible for Monitoring: Administration, Curriculum Coaches and Teachers</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 10: For the 2020-2021 school year, the average daily attendance for students at Carroll T. Welch will be equal to or above 97%.








Evaluation Data Sources: Evaluation Data Source(s) :daily & weekly attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly, daily, and weekly student incentives will be awarded to increase overall school attendance and promote college readiness.</p> <p>Strategy's Expected Result/Impact: Improvement in attendance, monthly attendance reports</p> <p>Staff Responsible for Monitoring: Counselor, Teachers, Attendance Clerk, & Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will recognize students during end-of-year assemblies for attendance, academics, meeting PBIS expectations, sports, club participation, and principal award.</p> <p>Strategy's Expected Result/Impact: end -of-year reports</p> <p>Staff Responsible for Monitoring: Administration, Counselor</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 11: For the 2020-2021 school year, our faculty will participate in professional development that will focus on the 4 C's (communication, collaboration, critical thinking and creativity) that are needed for a 21st century learner. With ongoing support, teachers will implement these best practices quarterly.








Evaluation Data Sources: Purchase and use of technology

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will integrate technology during academic core areas to enhance learning. Resources include smart TVs, document cameras, ActivBoards, laptops, computers, iPads, tablets, and headsets. Spheros, lego kits, and other materials will help enhance and prepare our teams for the robotics competition.</p> <p>Strategy's Expected Result/Impact: Purchase of equipment, 21st century learners, sign-in sheets</p> <p>Staff Responsible for Monitoring: Administration, Technology Coach</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: The District will be a model of high standards for student academic excellence.

Performance Objective 12: For the 2020-2021 school year, students will have an opportunity for students to link their classroom learning, knowledge and understanding of a subject with outside experiences.











Evaluation Data Sources: Post-field trip activities

Strategy 1 Details	Reviews			
Strategy 1: All Students will be provided opportunities to attend field trips to help them build background knowledge and/or extensions of learning. Field trips may include local education sites, UIL competition, Robotics competition, GT competition. Meals and entry fees will be included.	Formative			Summative
	Sept	Nov	Feb	May
	 0%	 10%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 1: For the 2020-2021 school year, Carroll T. Welch will develop and implement a plan of action to ensure that 100% of its stakeholders feel safe at school and school events.








Evaluation Data Sources: Climate Survey, Hall Pass Security Management System, and Safety Walkthrough documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: Visitors will sign-in at the front office and will have to present identification to enter the school. The Check-in system will run their identification through the national sex offender registry.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, Observation of procedures, District reports</p> <p>Staff Responsible for Monitoring: Front office clerk</p>	Formative			Summative
	Sept	Nov	Feb	May
	 25%	 40%	 100%	
Strategy 2 Details	Reviews			
<p>Strategy 2: The campus security guard and Deputy will be visible during the instructional day and during campus events.</p> <p>Strategy's Expected Result/Impact: observation</p> <p>Staff Responsible for Monitoring: administration</p>	Formative			Summative
	Sept	Nov	Feb	May
	 25%	 45%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 2: For the 2020-2021 school year, the number of bullying-related incidents reported will remain at 5 or less.

Evaluation Data Sources: Summary reports, discipline referrals, walkthroughs, and counselor documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will review bullying situations during their class morning meetings so students know how to handle this type of situation and how to report them to a staff member.</p> <p>Strategy's Expected Result/Impact: Less bullying incidents</p> <p>Staff Responsible for Monitoring: Counselor and Administration</p> <p>Title I Schoolwide Elements: 2.5</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 3: For the 2020-2021 school year, the total number of disciplinary incidents will decrease by 10%.





Evaluation Data Sources: Discipline reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will have campus-wide daily SEL and PBIS class meetings with students at a designated time. Strategy's Expected Result/Impact: PBIS class meetings, walkthroughs, SEL lesson plans Staff Responsible for Monitoring: Administration, Counselor</p>	Formative			Summative
	Sept	Nov	Feb	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will continue to receive training on Positive Behavioral Interventions & Supports to ensure proper implementation by attending the PBIS conference or trainings that supports the implementation. Strategy's Expected Result/Impact: Sign-in sheets, decrease discipline referrals Staff Responsible for Monitoring: Counselor</p>	Formative			Summative
	Sept	Nov	Feb	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Panther Dads & Panther Moms will be recruited to provide additional supervision for students. Strategy's Expected Result/Impact: Sign-in sheets, decrease number of referrals Staff Responsible for Monitoring: Counselor & CIS Coordinator</p>	Formative			Summative
	Sept	Nov	Feb	May
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 4: For the 2020-2021 school year, Carroll T. Welch will fulfill 100% of the requirements for safety audits and drills.








Evaluation Data Sources: Fire safety drill logs

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement emergency drill lesson plans to prepare students for various scenarios. Faculty and staff will work together to ensure everyone is prepared for emergency scenarios.</p> <p>Strategy's Expected Result/Impact: emergency drills, student awareness</p> <p>Staff Responsible for Monitoring: Administration ,emergency drills, walkthroughs</p>	Formative			Summative
	Sept	Nov	Feb	May
	0%	0%	100%	
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: The District will ensure a safe, well disciplined, positive learning environment for all students.

Performance Objective 5: For the 2020-2021 school year, Carroll T. Welch will ensure that 100% of students can access Remote Learning programs.








Evaluation Data Sources: Student Work Progress, Google Classroom documentation, teacher logs

Strategy 1 Details	Reviews			
<p>Strategy 1: Mobile Hotspots will be provided for students that are in need of Internet access during remote learning. Strategy's Expected Result/Impact: All students successfully completing remote learning programs. Staff Responsible for Monitoring: Campus Administration Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: The District will operate efficiently, being fiscally responsible

Performance Objective 1: For the 2020-2021 school year, Carroll T. Welch will create a fiscally responsible school.








Evaluation Data Sources: Budget reports

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus budget will outline campus needs and prioritize what the campus needs to be successful. Strategy's Expected Result/Impact: Budget is driven by our campus needs and data. Staff Responsible for Monitoring: Administrators and Campus Secretary</p>	Formative			Summative
	Sept	Nov	Feb	May
	 5%	 30%	 100%	
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.

Performance Objective 1: During the 2020-2021 school year, Carroll T. Welch will increase the number of professional development opportunities offered to employees by 5% as compared to 2019-2020 .








Evaluation Data Sources: comparison of sign-in sheets for campus based professional development

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers, administration, counselors will receive professional development in different areas to include AVID, John Wink, and TEPSA conference to help develop different professional strands.</p> <p>Strategy's Expected Result/Impact: STAAR, Istation data will improve</p> <p>Staff Responsible for Monitoring: Curriculum Coach</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: AVID - 211 ESEA, TI A IMP - 211E136411Q6106130000 - \$5,950, JOHN WINK - 199 GENERAL FUND - 199E23623900106099000 - \$150, AVID TRAINING - 211 ESEA, TI A IMP - 211E316411106130000 - \$850, AVID VIRTUAL TRAINING - 211 ESEA, TI A IMP - 211E236411Q6106130000 - \$725, AVID VIRTUAL TRAINING - 211 ESEA, TI A IMP - 211E236411Q6106130000 - \$850, AVID VIRTUAL TRAINING - 211 ESEA, TI A IMP - 211E136411Q6106130000 - \$725, AVID VIRTUAL TRAINING - 211 ESEA, TI A IMP - 211 E 13 6411 Q6 106 1 30 000 - \$6,800, TEPSA - 199 GENERAL FUND - 199E23641100106099000 - \$1,038, TEPSA - 199 GENERAL FUND - 199E23641100106099000 - \$279, AVID VIRTUAL TRAINING - 211 ESEA, TI A IMP - 211E136411Q6106130000 - \$1,450</p>	Formative			Summative
	Sept	Nov	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.

Performance Objective 2: For the 2020-2021 school year, Carroll T. Welch will maintain 100% Highly Qualified teachers in all core academic subjects.








Evaluation Data Sources: Certifications and status of 100% Highly Qualified teachers provided by Human Resources

Strategy 1 Details	Reviews			
<p>Strategy 1: New teachers will have a mentor to support their learning and keep them motivated to continue in the profession.</p> <p>Strategy's Expected Result/Impact: Teachers will stay in the profession and seek higher degrees to better serve the community.</p> <p>Staff Responsible for Monitoring: Administration, curriculum coaches, and mentors</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: The District will become the employer of choice in order to seek and retain effective personnel.

Performance Objective 3: During the 2020-2021 school year, Carroll T. Welch will purchase research-based programs, materials, and/or resources for professional development training in order to close the achievement gaps in Domain 3.











Evaluation Data Sources: Campus STAAR Domain 3 results

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will be encouraged to attend the different staff development opportunities provided by the district and Region 19 to enhance their craft.</p> <p>Strategy's Expected Result/Impact: Improved student performance</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: The District will include parents, community and business members in the education of all students.

Performance Objective 1: During the 2020-2021 school year, Carroll T. Welch will provide at least 10 collaborative events for parents and community members in order to promote teamwork and unity in the education of students.











Evaluation Data Sources: Events offered for the year

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide Supplies, Books, materials and snacks to parents during parent trainings in all core subjects to include activities that promote strategies to help parents with children's anxiety and physical activities. These will include Mother/Daughter Program, Father/Son Program, and fitness classes.</p> <p>Strategy's Expected Result/Impact: Agendas, Sign- in Sheets Attendance</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: TEACHER CREATED MATERIAL - 211 ESEA, TI A IMP - 211E61639900106130000 - \$1,377.90</p>	Formative			Summative
	Sept	Nov	Feb	May
	 10%	 40%	 100%	
Strategy 2 Details	Reviews			
<p>Strategy 2: We will host Coffee with the Principal sessions to promote parental involvement and support the different content areas.</p> <p>Strategy's Expected Result/Impact: Sign-in sheets, increase of parental involvement</p> <p>Staff Responsible for Monitoring: Administration, CIS Coordinator</p>	Formative			Summative
	Sept	Nov	Feb	May
	 25%	 40%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;">  0% No Progress  100% Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: The District will include parents, community and business members in the education of all students.

Performance Objective 2: For the 2020-2021 school year, Carroll T. Welch will increase the number of notifications, sent via newsletters, email, etc. to parents, business, and community members by 10%.








Evaluation Data Sources: Increased notification sent via the different forms outlined

Strategy 1 Details	Reviews			
<p>Strategy 1: We will send out monthly newsletters and calendars to parents with general school information, announcements about our students' accomplishments, and information about campus goals.</p> <p>Strategy's Expected Result/Impact: Parental awareness of school activities, Copies of newsletters and calendars, calendars posted on Campus website</p> <p>Staff Responsible for Monitoring: Administration, Technology Coach</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide information to parents on upcoming events, school information, or invitation through the school website, marquee, and global calls.</p> <p>Strategy's Expected Result/Impact: Marquee, number of views on website, number of global calls, increased parental awareness of school activities</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: The District will include parents, community and business members in the education of all students.

Performance Objective 3: By the end of the 2020-2021 school year, Carroll T. Welch will increase the number of partnerships by 2 over the previous year with businesses, higher education institutions, and other agencies to support student education.

Evaluation Data Sources: Increased the number of partnerships

Strategy 1 Details	Reviews			
Strategy 1: Communities in School Coordinator and Counselor will increase our partnership numbers. Strategy's Expected Result/Impact: Number of partnerships Staff Responsible for Monitoring: Administration	Formative			Summative
	Sept	Nov	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				