

# **Clint Independent School District**

## **District Improvement Plan**

### **2021-2022**

**Accountability Rating: Not Rated: Declared State of Disaster**



**Board Approval Date:** August 9, 2021  
**Public Presentation Date:** August 9, 2021

# Mission Statement

The mission of the Clint Independent School District is to prepare all students to be successful citizens. The District will work in partnership with the community and the family to create opportunities for *the student* to maximize personal potential.

La mision del Distrito Escolar Independiente de Clint es de preparar a todos los estudiantes para que sean ciudadanos exitosos. El Distrito trabajara en conjunto con la comunidad y con la familia para crear oportunidades para que *el estudiante* desarolle su potencial personal.

## Public Notification of Nondiscrimination

Clint Independent School District does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected characteristic, in its programs and activities, including employment opportunities as required by Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973. For information about your rights or grievance procedures, contact the District's Title IX Coordinator Rene Chavez at 14521 Horizon Boulevard, El Paso, Texas, 79928, (915) 926-4061 and/or Section 504 Coordinator, Margie Flores at 14521 Horizon Boulevard, El Paso, Texas, 79928, (915) 926-4041.

## **Vision**

# **Clint Independent School District Together...We Build Tomorrow**

We Are:

**C**ommitted

**L**earner Centered

**I**nnovative

**N**urturing

**T**ransparent

*2021-2022*

*District Goals:*

1. The District will be a model of high standards for student academic excellence.
2. The District will ensure a safe, well-disciplined, positive learning environment for all students.
3. The District will operate efficiently being fiscally responsible.
4. The District will become the employer of choice in order to seek and retain effective personnel.
5. The District will include parents, community, and business members in the education of all students.

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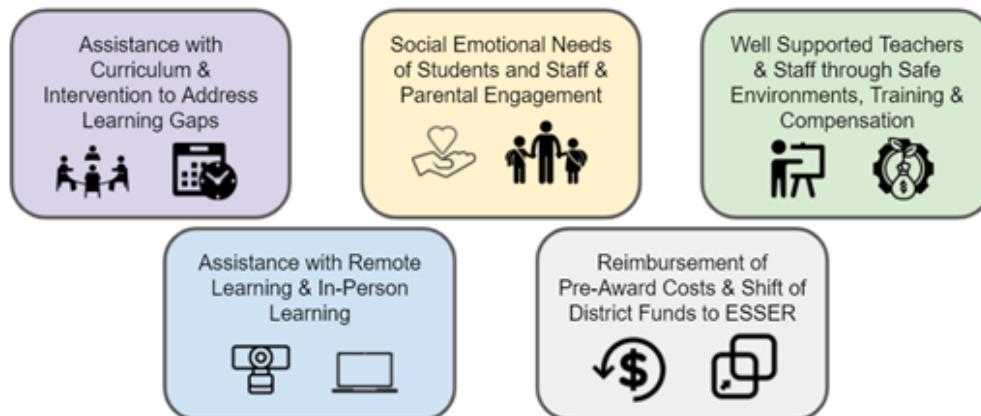
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# Comprehensive Needs Assessment


## Needs Assessment Overview

A major part of the Comprehensive Needs Assessment (CNA), will be the ESSER Federal Grants for the next three years. Included in the CNA are the required annual components for the District Improvement Plan. Additional meetings and surveys were completed for the ESSER CNA. Throughout the Spring of 2021, Clint ISD gathered feedback for the use of ESSER funds and developed the ESSER Plan that was submitted to TEA. The ESSER plan has been approved and the following tables show the overall plan and expenditures that the ESSER suvery/committee created for the distrc.


### Priorities Based on Stakeholder Feedback




## Assistance with Curriculum and Instruction:

<div>Assistance with Curriculum &amp; Intervention to Address Learning Gaps</div>  <p>These activities will contribute to the 20% learning loss expenditure requirement.</p>	Activity	Description	Timeline	Estimated \$
	<b>New Interventionist Teachers &amp; Additional SPED Teachers</b>	Core content interventionist teacher at each campus to assist with small group instruction, co-teaching, lesson planning, and RTI. Additional Special Education teachers based on students' IEPs.	2021-2022 2022-2023 2023-2024	\$2,730,000
	<b>Equipment &amp; Supplies for New Interventionist &amp; SPED Teachers</b>	Laptops and basic instructional materials for new staff.	2021-2022 2022-2023 2023-2024	\$46,000
	<b>Tutoring Extra Duty Pay</b>	Additional extra duty funds to compensate instructional staff for tutoring & enrichment outside of the normal school day.	2021-2022 2022-2023 2023-2024	\$1,260,000
	<b>Dyslexia &amp; Phonics Instructional Programs</b>	District-wide dyslexia curriculum and training. Elementary phonics program.	2021-2022 2022-2023 2023-2024	\$433,000
				<b>\$4,469,000</b>


## Social and Emotional Needs:

<div>Social Emotional Needs of Students and Staff &amp; Parental Engagement</div>  <p>These activities will contribute to the 20% learning loss expenditure requirement.</p>	Activity	Description	Timeline	Estimated \$
	<b>New SEL/PBIS Coordinator &amp; Lead Teachers</b>	A coordinator will be hired to lead and manage the SEL/PBIS program district-wide. Lead SEL/PBIS teachers at each campus will work closely with counseling staff and teachers to provide social emotional support to students, create and deliver SEL lessons, implement and monitor the PBIS system for all students to encourage positive behavior and enhance the school's culture.	2021-2022 2022-2023 2023-2024	\$2,790,000
	<b>Additional Counseling Staff</b>	Three crisis counselors will be hired to provide specialized student and staff support when a unique situation arises. Counselors will work with schools in a specific feeder pattern based on identified needs. In place of a SEL/PBIS teacher, the Clint ISD Early College will hire an additional counselor.	2021-2022 2022-2023 2023-2024	\$1,305,000
	<b>SEL &amp; PBIS Curriculum and Resources</b>	District-wide SEL curriculum will be purchased and funding for supplies to implement a PBIS system will be provided. Laptops and basic instructional materials for new staff.	2021-2022 2022-2023 2023-2024	\$486,000
	<b>After School and Saturday Extra Duty Pay</b>	Additional extra duty funds to compensate instructional staff for SEL/PBIS activities outside of the school day which may include enrichment activities, clubs, school spirit activities, or emotional support groups.	2021-2022 2022-2023 2023-2024	\$1,260,000
				<b>\$5,841,000</b>

## Well Supported Teachers and Staff:

<div>Well Supported Teachers &amp; Staff through Safe Environments, Training &amp; Compensation</div> 	Activity	Description	Timeline	Estimated \$
	<b>Technology Coaches at Secondary Campuses</b>	Addition of technology coaches at the middle schools and comprehensive high schools. Technology coaches will assist with professional development, implementation of instructional programs, and student lessons on digital skills and citizenship.	2021-2022 2022-2023 2023-2024	\$1,575,000
	<b>Planning &amp; Professional Development Extra Duty Pay</b>	Additional extra duty funds to compensate instructional staff for lesson planning, curriculum mapping, and attendance of training outside of the normal school day.	2021-2022 2022-2023 2023-2024	\$856,000
	<b>Health &amp; Safety Supplies &amp; Equipment</b>	Continuation of available hand sanitizer, cleaning chemicals, and personal protective equipment.	2021-2022 2022-2023 2023-2024	\$330,000
	<b>Retention Stipends</b>	Two \$1,000 retention stipends for all full-time employees, and two \$500 retention stipends for all TRS eligible part-time employees (which includes part-time custodial staff and monitors). Employees will receive their first retention stipend on July 2, 2021 and the second stipend on December 17, 2021.	2021-2022	\$3,173,812
				<b>\$5,934,812</b>

## District Shifts of Existing Funding:

<div>Shift of District Funds to ESSER</div> 	Activity	Description	Timeline	Estimated \$
	<b>COVID-19 Mitigation</b>	Partial replacement of HVAC units at schools in need of updated equipment. Continuation of PPE and cleaning material.	2020-2021 2021-2022 2022-2023 2023-2024	\$2,565,000
	<b>Technology Equipment, Hotspots, Cyber Security, &amp; Instructional Software</b>	Continuation of Chromebook replacements, student laptop devices, hotspots, cyber security software, and various instructional software programs. <i>Shift of District Funds to ESSER</i>	2020-2021 2021-2022 2022-2023 2023-2024	\$2,202,100
	<b>Intersession &amp; Summer School</b>	Funding for Fall and Spring Intersession and Summer School costs. <i>Shift of District Funds to ESSER</i>	2021-2022 2022-2023 2023-2024	\$3,000,000
				<b>\$7,767,100</b>





Activity	Description	Timeline	Estimated \$
<b>Prior Year One-Time Payment</b>	Reimbursement of August 2020 one-time payment to full-time and part-time staff members.	2020-2021	\$1,586,906
<b>I-LEARN Equipment &amp; Installation</b>	Reimbursement of I-LEARN equipment including classroom panels, microphones, speaker, and installation.	2020-2021 2021-2022	\$5,000,000
<b>COVID-19 Mitigation</b>	Reimbursement of plasma air installation, cleaning supplies, equipment, desk shields, barriers, signage, PPE, etc. Reimbursement for part-time COVID-19 rapid testers.	2020-2021 2021-2022 2022-2023 2023-2024	\$1,512,046
<b>Hotspots &amp; Software</b>	Reimbursement of partial hotspot costs that have not been covered by other grants, and NWEA Map Growth software.	2020-2021 2021-2022 2022-2023 2023-2024	\$330,000
			<b>\$8,593,952</b>

In conjunction with the ESSER Federal Grants, Clint ISD has been awarded the following federal grants to benefit a variety of needed areas this year:

2021-2023 Title I, 1003 ESF-Focused Support Grant

2021-2022 Nita M. Lowey 21st Century Community Learning Centers (CCLC) Grant

2021-2022 Texas Education for Homeless Children and Youth (TEHCY) Grant

These grant funds will provide the financial opportunity to support targeted activities in the following areas: Student academic outcomes, building of teacher and leadership capacity, providing access to enrichment programs, services and supports for students who are coded Homeless, supplemental instructional materials, extra duty pay for instructional staff, hiring of professional staff and professional development at both the district and campus levels.

Individual needs assessments, data collection and proposed renewal of grant awards is required to be submitted to TEA at the end of each year.

## Demographics

### Demographics Summary

Clint ISD had the following demographic information:

#### Economically Disadvantaged 2020-2021

071901 CLINT ISD	Eligible For Free Meals		Other Economically Disadvantaged		Total Economically Disadvantaged		Not Economically Disadvantaged		Total Count
	Count	%	Count	%	Count	%	Count	%	
	6,552	62.38%	2,397	22.48%	8,949	83.9%	1,507	14.13%	

#### Clint ISD Ethnicity 2020-2021

Ethnicity	Student Count
Black or African American	36
American Indian or Alaska Native	37
Asian	<20
Hispanic	10,133
Native Hawaiian/Other or Pacific Islander	<10
Two or More Races	63
White	377

#### Clint ISD Programs 2020-2021

G & T	CTE	ELL	Bilingual	ESL	Eco - Dis	Title I	At Risk	Military	Foster Care	Students SPED	Homeless	Dyslexic
481	3,293	4,160	2,056	1,409	9,156	10,663	6,884	294	11	1,182	166	73

#### Grade Level Enrollment 2020-2021

Grade Level	Student Count
Early Education	<10
Pre-Kindergarten	360
Kindergarten	600
Grade 1	682
Grade 2	706
Grade 3	719
Grade 4	754
Grade 5	772
Grade 6	773
Grade 7	898
Grade 8	900
Grade 9	953
Grade 10	941
Grade 11	847
Grade 12	750

#### Gender Student Count 2020-2021

Gender	Student Count
Female	5,209
Male	5,454

#### SPED Student Enrollment 2020-2021

Clint ISD (071901 )	Primary Disability										
	OI	OHI	AI	VI	ID	ED	LD	SI	AU	TBI	NCEC
	N/A	107	16	N/A	100	55	566	214	93	N/A	13

From the charts above, it is apparent that Clint ISD has many challenges in the population we serve. First and foremost, Clint ISD assures all of our students have healthy meals as a Provision II school district

offering breakfast, lunch and dinner most days to our students. We offer these services due to the fact that over 83% percent of our students are Economically Disadvantaged and over 65% of our students are label as “At-Risk” by the Texas Education Agency. Finally, 39% percent of our students are Limited English Proficient. Daily, Clint ISD works diligently to place our students on the road to graduation, but has many obstacles. Despite the barriers, Clint ISD has a proven track record of helping our students successfully graduate and be career and college ready.

#### Demographics Strengths

#### Clint ISD Graduation Rate 2015-2021

Clint ISD Students are 83% Economically Disadvantaged but still have met the standards on all Domains. Specifically Post-secondary readiness is a strength as well as the graduation rates. The strong graduation rates despite the high number of At-Risk and Economically Disadvantaged numbers indicate that the achievement gap is being narrowed by the time students graduate.

The chart reflects the increase of the Graduation rate over the last seven years.

<i><b>Class</b></i>	<i><b>State Average</b></i>	<i><b>Regional Average</b></i>	<i><b>District Average</b></i>
2021	N/A	N/A	96.4%
2020	94.1%	93.9%	97.4%
2019	90.0%	87.2%	97.6%
2018	94.0%	93.7%	96.9%
2017	89.7%	86.5%	95.4%
2016	89.1%	85.7%	91.8%
2015	89.0%	84.2%	91.4%

The 2021 graduation rate is a projection and may change with summer and fall graduates.

#### Attendance/Drop-out Rate

Clint ISD's annual dropout rate still remains far below the state and regional averages. Attendance Rates are well above state averages.

##### **Attendance Rate**

2018-19	95.4%	95.2%	<b>96.0%</b>
2017-18	95.4%	95.3%	<b>95.9%</b>

##### **Annual Dropout Rate (Gr 7-8)**

2018-19	0.4%	0.4%	<b>0.1%</b>
2017-18	0.4%	0.3%	<b>0.1%</b>

##### **Annual Dropout Rate (Gr 9-12)**

2018-19	1.9%	2.2%	0.9%
2017-18	1.9%	2.1%	0.6%

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** ELL Students have increased from 33% to 39% in the last three years. **Root Cause:** Students are not transitioning out of the bilingual program. Dual Language Program is being implemented.

**Problem Statement 2:** At Risk Students remains at 65 % of the total population. **Root Cause:** Students in special populations passing rates on the STAAR do not match their peers.

**Problem Statement 3:** Special Education Numbers increased. **Root Cause:** Changes to the identification protocols implemented by TEA.

**Problem Statement 4 (Prioritized):** Special Education students, have progressed, but are still scoring below the other sub-populations. **Root Cause:** Special education students have large gaps that continue to need to be addressed.

**Problem Statement 5 (Prioritized):** 94% of students who are coded LEP/ESL/Bilingual have been in US schools 3+ years. **Root Cause:** There is a lack of an aligned Bilingual and ESL Program

**Problem Statement 6:** Data shows that ELL students are not exiting the Bilingual and ESL Program. **Root Cause:** Lack of an aligned Bilingual/ESL Program.

# Student Learning

## Student Learning Summary

### Low Participation on the STAAR Administration

Not all students took the STAAR test during 2020-2021. Below is a recap of the students who did complete the STAAR exams by level.

#### Elementary STAAR Data

	Reading Grade 3 2021 May STAAR Results											Spanish Reading Grade 3 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL		Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	377	42%	13%	4%	627	250	218	159	50	15		46	37%	13%	4%	29	17	6	2
CTW	35	34%	6%	0%	104	69	23	12	2	0		3	0%	0%	0%	3	0	0	0
DHE	74	50%	9%	5%	127	53	37	37	7	4		6	0%	0%	0%	6	0	0	0
FME	85	38%	8%	4%	118	33	53	32	7	3		21	43%	14%	0%	12	9	3	0
MVE	54	44%	22%	7%	63	8	33	24	12	4		2	0%	0%	0%	2	0	0	0
RSE	44	36%	11%	0%	93	49	28	16	5	0		-	-	-	-	-	-	-	-
WDS	85	45%	20%	5%	122	37	47	38	17	4		14	57%	21%	14%	6	8	3	2

	Math Grade 3 2021 May STAAR Results											Spanish Math Grade 3 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL		Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	394	35%	8%	2%	647	253	258	136	31	7		30	13%	10%	0%	26	4	3	0
CTW	35	23%	0%	0%	105	70	27	8	0	0		3	0%	0%	0%	3	0	0	0
DHE	74	31%	12%	5%	127	53	51	23	9	4		6	0%	0%	0%	6	0	0	0
FME	93	24%	4%	0%	129	36	71	22	4	0		13	8%	0%	0%	12	1	0	0
MVE	54	43%	9%	4%	63	9	31	23	5	2		2	0%	0%	0%	2	0	0	0
RSE	45	36%	4%	0%	93	48	29	16	2	0		-	-	-	-	-	-	-	-
WDS	93	47%	12%	1%	130	37	49	44	11	1		6	50%	50%	0%	3	3	3	0

	Reading Grade 4 2021 May STAAR Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	441	36%	16%	5%	682	241	283	158	70	23
CTW	63	21%	11%	5%	119	56	50	13	7	3
DHE	72	50%	25%	8%	126	54	36	36	18	6
FME	88	36%	11%	3%	124	36	58	32	10	3
MVE	39	38%	15%	8%	68	29	24	15	6	3
RSE	81	36%	15%	2%	107	26	52	29	12	2
WDS	98	34%	17%	6%	138	40	65	33	17	6

	Spanish Reading Grade 4 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	38	24%	8%	3%	29	9	3	1
CTW	5	20%	0%	0%	4	1	0	0
DHE	8	63%	25%	13%	3	5	2	1
FME	12	8%	0%	0%	11	1	0	0
MVE	4	50%	25%	0%	2	2	1	0
RSE	-	-	-	-	-	-	-	-
WDS	9	0%	0%	0%	9	0	0	0

	Math Grade 4 2021 May STAAR Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	453	28%	11%	4%	698	245	327	126	49	19
CTW	63	19%	5%	5%	119	56	51	12	3	3
DHE	72	39%	18%	6%	126	54	44	28	13	4
FME	100	12%	2%	0%	133	33	88	12	2	0
MVE	40	30%	13%	8%	75	35	28	12	5	3
RSE	81	37%	14%	4%	107	26	51	30	11	3
WDS	97	33%	15%	6%	138	41	65	32	15	6

	Spanish Math Grade 4 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	27	11%	4%	4%	24	3	1	1
CTW	5	0%	0%	0%	5	0	0	0
DHE	8	38%	13%	13%	5	3	1	1
FME	2	0%	0%	0%	2	0	0	0
MVE	3	0%	0%	0%	3	0	0	0
RSE	-	-	-	-	-	-	-	-
WDS	9	0%	0%	0%	9	0	0	0

	Writing Grade 4 2021 May STAAR Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	454	25%	9%	2%	689	235	341	113	40	8
CTW	62	18%	2%	0%	120	58	51	11	1	0
DHE	75	36%	16%	5%	127	52	48	27	12	4
FME	100	26%	6%	1%	126	26	74	26	6	1
MVE	39	18%	10%	5%	67	28	32	7	4	2
RSE	79	22%	9%	0%	109	30	62	17	7	0
WDS	99	25%	10%	1%	140	41	74	25	10	1

	Spanish Writing Grade 4 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	32	6%	6%	3%	30	2	2	1
CTW	4	0%	0%	0%	4	0	0	0
DHE	7	14%	14%	0%	6	1	1	0
FME	8	0%	0%	0%	8	0	0	0
MVE	5	20%	20%	20%	4	1	1	1
RSE	-	-	-	-	-	-	-	-
WDS	8	0%	0%	0%	8	0	0	0

	Reading Grade 5 2021 May STAAR Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	457	53%	25%	14%	712	255	215	242	114	64
CTW	46	39%	26%	11%	115	69	28	18	12	5
DHE	63	60%	25%	11%	128	65	25	38	16	7
FME	80	56%	24%	13%	123	43	35	45	19	10
MVE	55	60%	40%	29%	72	17	22	33	22	16
RSE	79	63%	24%	11%	107	28	29	50	19	9
WDS	134	43%	19%	13%	167	33	76	58	26	17

	Spanish Reading Grade 5 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	25	68%	36%	12%	8	17	9	3
CTW	2	100%	0%	0%	0	2	0	0
DHE	8	63%	38%	0%	3	5	3	0
FME	5	60%	60%	40%	2	3	3	2
MVE	-	-	-	-	-	-	-	-
RSE	5	60%	20%	20%	2	3	1	1
WDS	5	80%	40%	0%	1	4	2	0

	Math Grade 5 2021 May STAAR Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	463	50%	21%	8%	724	261	231	232	96	36
CTW	46	48%	15%	11%	117	71	24	22	7	5
DHE	64	67%	30%	9%	132	68	21	43	19	6
FME	82	52%	20%	4%	128	46	39	43	16	3
MVE	56	57%	32%	14%	72	16	24	32	18	8
RSE	80	45%	15%	8%	108	28	44	36	12	6
WDS	135	41%	18%	6%	167	32	79	56	24	8

	Spanish Math Grade 5 2021 May STAAR Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	20	30%	10%	0%	14	6	2	0
CTW	2	0%	0%	0%	2	0	0	0
DHE	7	43%	14%	0%	4	3	1	0
FME	3	67%	33%	0%	1	2	1	0
MVE	-	-	-	-	-	-	-	-
RSE	4	0%	0%	0%	4	0	0	0
WDS	4	25%	0%	0%	3	1	0	0



# Middle School STAAR Data

Grade 6		Grade 6 Reading STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	424	1482	152	36%	46	11%	11	3%	272	64%	355
	CJHS	104	1475	36	35%	9	9%	2	2%	68	65%	77
	EMMS	101	1470	29	29%	9	9%	3	3%	72	71%	101
	HMS	140	1483	49	35%	17	12%	2	1%	91	65%	84
	REMS	79	1504	38	48%	11	14%	4	5%	41	52%	93

Grade 6		Grade 6 Math STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	424	1522	169	40%	45	11%	14	3%	255	60%	355
	CJHS	105	1518	42	40%	10	10%	1	1%	63	60%	76
	EMMS	100	1503	30	30%	7	7%	3	3%	70	70%	102
	HMS	140	1523	52	37%	16	11%	7	5%	88	63%	84
	REMS	79	1550	45	57%	12	15%	3	4%	34	43%	93

Grade 7		Grade 7 Reading STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	486	1545	207	43%	93	19%	45	9%	279	57%	419
	CJHS	102	1522	36	35%	12	12%	4	4%	66	65%	84
	EMMS	99	1534	38	38%	20	20%	11	11%	61	62%	112
	HMS	158	1567	80	51%	38	24%	20	13%	78	49%	93
	REMS	127	1544	53	42%	23	18%	10	8%	74	58%	130

Grade 7		Grade 7 Math STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	489	1550	149	30%	43	9%	9	2%	340	70%	416
	CJHS	103	1532	25	24%	4	4%	0	0%	78	76%	83
	EMMS	101	1544	24	24%	6	6%	2	2%	77	76%	110
	HMS	158	1566	61	39%	22	14%	4	3%	97	61%	93
	REMS	127	1551	39	31%	11	9%	3	2%	88	69%	130

Grade 8		Grade 8 Reading STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	466	1573	205	44%	81	17%	24	5%	261	56%	430
	CJHS	100	1571	44	44%	19	19%	5	5%	56	56%	82
	EMMS	90	1572	41	46%	14	16%	5	6%	49	54%	118
	HMS	180	1589	87	48%	38	21%	10	6%	93	52%	85
	REMS	96	1547	33	34%	10	10%	4	4%	63	66%	145

Grade 8		Grade 8 Math STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	376	1544	86	23%	22	6%	2	1%	290	77%	307
	CJHS	88	1544	20	23%	5	6%	1	1%	68	77%	69
	EMMS	69	1516	6	9%	2	3%	0	0%	63	91%	79
	HMS	141	1558	45	32%	12	9%	1	1%	96	68%	66
	REMS	78	1542	15	19%	3	4%	0	0%	63	81%	93

Grade 8		Grade 8 Science STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	474	3458	183	39%	86	18%	30	6%	291	61%	419
	CJHS	100	3407	35	35%	14	14%	3	3%	65	65%	81
	EMMS	92	3347	28	30%	14	15%	4	4%	64	70%	115
	HMS	183	3572	88	48%	47	26%	20	11%	95	52%	81
	REMS	99	3403	32	32%	11	11%	3	3%	67	68%	142

Grade 8		Grade 8 Social Studies STAAR										
		Total Students Scored	Scale Score	No. of Stud. Approaches	Approaches Grade Level	No. of Stud. Meets	Meets Grade Level	No. of Stud. Masters	Masters Grade Level	No. of Stud. Did Not Pass	Did Not Pass	No. of Stud. Marked "O"
	Clint ISD	462	3309	109	24%	28	6%	5	1%	353	76%	419
	CJHS	95	3260	23	24%	3	3%	2	2%	72	76%	86
	EMMS	93	3308	22	24%	3	3%	0	0%	71	76%	115
	HMS	177	3334	42	24%	13	7%	2	1%	135	76%	87
	REMS	97	3309	22	23%	9	9%	1	1%	75	77%	144

## High School STAAR/EOC Data

	Algebra I 2021 Spring EOC Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test (A or O)	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	799	53%	17%	6%	878	79	377	422	136	48
CECA	39	77%	49%	31%	40	1	9	30	19	12
CHS	122	45%	11%	4%	129	7	67	55	14	5
HHS	280	48%	11%	1%	324	44	146	134	30	2
MVHS	154	32%	5%	0%	167	13	104	50	7	0
CJHS	26	65%	31%	12%	26	0	9	17	8	3
EMMS	56	80%	20%	4%	59	3	11	45	11	2
HMS	57	77%	46%	23%	58	1	13	44	26	13
REMS	65	72%	32%	17%	75	10	18	47	21	11

### Biology

	2021 Spring EOC Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	845	70%	39%	9%	922	77	251	594	330	75
CECA	97	95%	72%	29%	98	1	5	92	70	28
CHS	146	76%	40%	8%	153	7	35	111	58	12
HHS	396	69%	38%	7%	445	49	123	273	150	28
MVHS	206	57%	25%	3%	226	20	88	118	52	7

	English I 2020 December EOC Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	944	51%	33%	5%	1071	127	466	478	310	47
CECA	100	91%	80%	21%	101	1	9	91	80	21
CHS	194	47%	30%	6%	206	12	103	91	58	12
HHS	421	47%	26%	2%	522	101	222	199	109	7
MVHS	229	42%	28%	3%	242	13	132	97	63	7

	English II 2021 Spring EOC Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	911	59%	43%	4%	1030	119	373	538	395	33
CECA	87	94%	87%	17%	92	5	5	82	76	15
CHS	217	67%	49%	4%	222	5	72	145	107	8
HHS	378	52%	35%	2%	473	95	183	195	131	6
MVHS	229	51%	35%	2%	243	14	113	116	81	4

	U.S. History 2021 Spring EOC Results									
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	Total Documents Submitted	# of Did NOT Test	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	817	82%	58%	30%	860	43	148	669	476	248
CECA	86	97%	76%	51%	86	0	3	83	65	44
CHS	176	82%	62%	30%	179	3	31	145	109	53
HHS	360	79%	54%	29%	384	24	74	286	196	104
MVHS	195	79%	54%	24%	211	16	40	155	106	47

## Student Learning Strengths

Clint ISD showed large gains during the June 2021 STAAR/EOC administration as reflected in the charts below:

Algebra I improved from 302 students who did not score Approaches on the Spring 2021 administration to 131 in June 2021.

	Algebra I							
	2021 Summer On-Demand EOC Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	302	43%	8%	2%	171	131	23	6
CECA	9	78%	22%	0%	2	7	2	0
CHS	55	36%	4%	2%	35	20	2	1
HHS	99	19%	2%	0%	80	19	2	0
MVHS	98	54%	5%	0%	45	53	5	0
CJHS	8	100%	13%	0%	0	8	1	0
EMMS	3	100%	33%	0%	0	3	1	0
HMS	13	77%	23%	8%	3	10	3	1
REMS	17	65%	41%	24%	6	11	7	4

Biology improved from 199 students who did not score Approaches on the Spring 2021 administration to 93 in June 2021.

	Biology							
	2021 Summer On-Demand EOC Results							
	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# of Did Not Meet GL	# of Appr GL	# of Meets GL	# of Masters GL
District	199	53%	8%	0%	93	106	15	0
CECA	5	80%	20%	0%	1	4	1	0
CHS	23	52%	9%	0%	11	12	2	0
HHS	95	43%	6%	0%	54	41	6	0
MVHS	76	64%	8%	0%	27	49	6	0

US History improved from 118 students who did not score Approaches on the Spring 2021 administration to 57 in June 2021.

	U.S. History							
	2021 Summer On-Demand EOC Results							
	Total	%	%	%	# of	# of	# of	# of

	Total Students Tested	% Appr GL	% Meets GL	% Masters GL	# Of Did Not Meet GL	# Of Appr GL	# Of Meets GL	# Of Masters GL
<b>District</b>	118	52%	8%	2%	57	61	10	2
CECA	3	67%	0%	0%	1	2	0	0
CHS	26	38%	0%	0%	16	10	0	0
HHS	52	50%	6%	2%	26	26	3	1
MVHS	37	62%	19%	3%	14	23	7	1

Also, Clint ISD improved overall on the Career College and Military Readiness rating. CCMR dropped slightly for 2020, but increase for 2021. COVID restrictions kept students from taking assessments that would have counted towards the CCMR.

<b>Campus</b>	<b>2017 CCMR</b>	<b>2018 CCMR</b>	<b>2019 CCMR</b>	<b>2020 CCMR</b>	<b>2021 CCMR*</b>
<i>Clint ISD</i>	51%	72.0%	78.0%	76.1%	89%
Clint High School	54%	94.8%	99.4%	92.1%	95%
Mountain View High School	43%	67.1%	78.8%	94.1%	95%
Horizon High School	41%	55.0%	64.1%	57.1%	79%
Clint Early College Academy	100%	100%	100%	97.2%	99%

## **New for 2020-2022 Career and Technical Education Comprehensive Needs Assessment**

Our district serves approximately 10,663 students of which 3,267 students are enrolled in grades 9-12. At Clint ISD our grade alignment for secondary campuses are grades 9-12 throughout our three high schools and one early college academy. We offer 11 Career Clusters and 24 Programs of Study in our district. We are well above the recommended 4 programs of study for an LEA high school enrollment of 2,001 – 5,000 of students. We currently have 2,241 students participating in CTE programs. Since 2018-19 we have increased the number of programs of study offerings from 21 to 24.

As a district, we have shown progress over the last couple of years increasing opportunities for our students to participate in work-based learning. Since 2017-18, we have expanded our Practicum course offerings by three programs of study: Dental II, Patient Care Technician, and Pharmacy Technician. We have increased enrollment in our Practicum/Extended practicum courses from 22 students in 2017-18 to 63 students this year. We work closely with El Paso Community College (EPCC) to identify opportunities for student to complete advanced academic courses. Currently our district offers Advanced Placement opportunities such as AP Computer Science at all three high schools and at our early college academy. Dual Credit attainment is available both on-line and face-to-face instruction through EPCC.

Though our Career and Technical Education programs, we serve close to 2,800 students in grades 6-12 offering work-based learning experiences that help our students connect school experiences to real-life work activities and future career opportunities. The Board of Trustees has asked the District leadership to expand career pathway options for students, which is steadily increasing year to year. This coming school year, 2021-2022, we will have Pathways in Technology Early College High School (P-TECH) at all comprehensive high schools allowing students an opportunity to receive both a high school diploma and a credential and/or an associate degree.

The top career clusters with occupations that meet the state and/or regional definition of “in-demand” and “high-wage” are the following:

In the Borderplex Workforce Development Area (10) Labor Market Information, 2016 – 26 shows Science, Technology, Engineering and Mathematics career cluster as #1 with a 39% growth rate in Biomedical Science. #2 career cluster is Hospitality with a 27% growth rate in Culinary Arts. Human Services career cluster ranks #3 with Massage Therapist at a 29% growth rate. #4 Career cluster is Information Technology with a 37% growth rate in Web Development. The Borderplex Workforce Labor Market Information aligns closely to the State LMI data with listing Information Technology as the #2 Career Cluster followed by #3 Hospitality and Tourism and #4 Science, Technology, Engineering and Mathematics career cluster. The #1 career cluster according to the State LMI is Health Science with a 45% growth rate in Healthcare Therapeutic.

Top Priorities for CTE:

1) Increase the number of CTE Learners taking and passing industry-based certifications and licensure exams with a focus on special populations groups – Individuals with Disabilities and English Learners.

- 2) Creation and maintenance of P-TECH programs at the three comprehensive high schools.
- 3) Align CTE instructional practices with regular education instructional practices. Provide training and teacher support for implementation of said practices.
- 4) Increase the opportunities for student work-based learning experiences.

Clint ISD continues to offer Career and Technical Education students the opportunity to gain industry-based certifications and licenses; only the certifications reported to the state align with the A-F Accountability rating system as listed. Due to the COVID-19 pandemic, some students chose the I-LEARN at home option and opted not to test this year. Our Career and Technical Education teachers worked diligently with students on campus and helped them prepare for their certification and license exams which accounts for a slight increase in numbers from last year.

#### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1 (Prioritized):** Students must show progress annually to be successful. Accelerated instruction must be provided. **Root Cause:** Not all students progressed during 2019-2021 and COVID 19 caused other students to have a gap.

**Problem Statement 2 (Prioritized):** Special Education students, have progressed, but are still scoring below the other sub-populations. **Root Cause:** Special education students have large gaps that continue to need to be addressed.

**Problem Statement 3:** Teacher pedagogy and levels of engagement are not consistent in all classrooms. **Root Cause:** Vertical alignment of a lesson cycle in the classrooms across the district continues to be a focus through the Fundamental Five and utilization of the TEKS Resource System.

**Problem Statement 4:** Student passing rates on the STAAR Exam are not above the state rates in all tested areas. **Root Cause:** Class-loads are not the direct cause, face-to-face instruction impacted the rates.

**Problem Statement 5 (Prioritized):** 94% of students who are coded LEP/ESL/Bilingual have been in US schools 3+ years. **Root Cause:** There is a lack of an aligned Bilingual and ESL Program

**Problem Statement 6:** Not all students have access to the Internet for remote learning programs and the district will need to support them. **Root Cause:** Many families cannot afford Internet access

**Problem Statement 7 (Prioritized):** CTE Programs need to continue to expand to align with the community job needs. **Root Cause:** Community needs have changed

**Problem Statement 8:** Students learning gaps have widened in all subject areas at the elementary and middle school levels. **Root Cause:** Students in the I-LEARN@HOME program did not keep the same learning pace as students who were at school.



## District Processes & Programs

### District Processes & Programs Summary

#### 2020-2021 Accountability

For 2020-2021, all campuses were rated "Not Rated: Declared State of Disaster". STAAR scores for students who took the exam show that students who were in face-to-face instruction scored better than students who were at learning at home. In order to assess the gaps that student may have due to the COVID pandemic, we will be using a growth measure program developed through NWEA. The NWEA MAP program will assess students at the beginning, middle and end of year to determine skills and content levels. This data can guide instruction and will be available for ELAR and Math - Grades K-10 and Science 5th and 8th. This new support will help teachers indentfy student acadmic needs that have occurred with the Pandemic. Elementary campuses will be using other screeners and programs to identify and eliminate learning gaps.

#### New Teacher Center Program

During the 2020-2021 school year, Clint ISD used the New Teacher Center Coaching Model. The program entails providing dedicated support for teachers through a mentorship and coaching model. Teachers are tiered based on their experience and provided supports by the staff. The purpose of the program is to retain teachers in the first few years of their teaching careers through designated supports. There were many new teachers who were hired during the pandemic due to illness or retirement. The NTC program was utilized to support all new staff hired throughout 2020-2021.

The following chart shows the program aspects:

#### New Teacher Center Targets

Solution	Audience	Benefits
Teacher Induction	New Teachers	Improved student achievement, increased new teacher effectiveness and retention, reduced district recruiting costs, and expanded teacher leadership opportunities.
Instructional Coaching	All Teachers	Improved student achievement, elevated instructional practice, increased educator effectiveness, and expanded teacher leadership opportunities.

<b>Solution</b>	<b>Audience</b>	<b>Benefits</b>
Early Learning	Early Childhood and Elementary Instructional Leaders	Improved program quality, deepened understanding of teaching and learning best practices to support young learners, and alignment across early childhood and elementary practice.
School Leadership	School Leaders, District Leaders, Teacher Leaders	Improved student learning, improved teacher effectiveness, and expanded teacher leadership opportunities. Networked leaders aligned to common district instructional vision.

The NTC Program continues to show a high retention of teachers year after year. The pandemic has skewed data due to the fact that many more teachers retired during COVID who probably would have taught longer.

### **New Staff By Area**

During 2021-2022 new programs will be added at all levels. All campuses received an Interventionist to support student learning needs, and all campuses were allocated a PBIS/SEL lead to support the social and emotional learning needs of students that have arisen from the pandemic. Secondary campuses received new FTE's for technology coaches. Across most campuses, special education programs added FTE's to accomodate all IEP requirements. The addition of several new FTE's necessitated the need to add an additional SEL Coordinator at the District level. All new staff will be coached using the Mentor Coordinators and the NTC program. The Mentor Coordinators are part of the TPTR grant to retain teachers and is part of our District of Innovation Plan.

### **English Learner Needs**

Bilingual and ESL Students are not showing to exit the program. The data tables show that students remain in the program at high numbers due to the lack of improvement.

<b>Grade</b>	<b>Students in US Schools by Year</b>
3rd	94%
6th	91%
9th	80%

The District will begin the process of training staff to implement the Dual Language program for all elementary grade levels beginning in

2020-2021 and continuing with a further implementation in 2021-2022. Professional development and implementation processes will be put in place to address the need to align the program. All elementary bilingual teachers will be trained in the Dual Language program during the Spring of 2021 and throughout the school year.

### **I-LEARN Technology**

Clint ISD has installed a robust computer/audio visual/sound system in all classrooms. The learning model requires us to grow our teachers and improve their instructional practices. The ILEARN equipment will also us to record teachers lessons and use a coaching tool. The use of software will assist us with growing our teachers. The district will purchase software to enable teachers to record their lessons and having coaching points for those recorded lessons.

### **ESSER Funding Meetings**

Clint ISD staff conducted meetings throughout the Spring of 2021 to create the ESSER spending plan. Attached is a timeline of events and the stakeholders involved.

Stakeholder Group	Date	Purpose of Meeting
Cabinet	5/4/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, and Example Planning Sheet
Principals SPED District Leadership BE District Leadership RTI/504 District Leadership Counseling District Leadership Cabinet	5/6/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, and Next Steps for Input
Assistant Principals Cabinet	5/10/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, and Next Steps for Input
<b>Elementary Schools:</b> Campus Leadership Teams District Instructional Services Special Programs Directors Cabinet	5/11/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, Collect Immediate Input by Campus Team, and Next Steps for Input from All Staff
<b>Middle Schools:</b> Campus Leadership Teams District Instructional Services Special Programs Directors Cabinet	5/12/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, Collect Immediate Input by Campus Team, and Next Steps for Input from All Staff
<b>High Schools:</b> Campus Leadership Teams	5/13/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, Collect

District Instructional Services Special Programs Directors Cabinet		Requirements, Timeline, ESSER, and Next Steps for Input from All Staff
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Stakeholder Group	Date	Purpose of Meeting
Campus Level Meetings <i>*Individual Meetings at all 14 schools led by leadership team with all staff</i>	5/12/2021 - 5/18/2021	Review ESSER III and Collect Input on Priorities from all Staff
Principals Cabinet	5/13/2021	Principals Presented the Feedback from Their Campus Staff
Elementary Principals Assistant Superintendent of Elementary Curriculum & Instruction Executive Director of Business Services	5/24/2021	Review of Possible ESSER Expenditures and Staff Additions
Secondary Principals Assistant Superintendent of Secondary Curriculum & Instruction Executive Director of Business Services	5/24/2021	Review of Possible ESSER Expenditures and Staff Additions
School Board Workshop	5/27/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, Possible Expenditures, and Next Steps for Input
Stakeholder Input Survey <i>Students, Parents, School &amp; District Leadership, Teachers, School Staff, District Staff, Civil Rights Organizations, Business Partners, Community Members</i>	6/01/2021 - 6/08/2021	Identification of Challenges, Best Practices, and Prioritization of Needs  Survey was emailed to all Clint ISD staff, parents, posted on the website, and shared on social media.
District Site Based Meeting	06/03/2021	Review ESSER III Timeline, Allocation, Requirements, Allowable Uses, and Possible Expenditures

## District Processes & Programs Strengths

### Instructional Program

At the cornerstone of our instructional plan is the continued use of an aligned curriculum via the TEKS Resource System (TRS). TRS is a

partnership of many regional service centers, districts, and teachers to take the Texas State Curriculum, the TEKS, and enhance the objectives with lessons, a teaching flow, vocabulary, and assessments. Currently, many school districts across the state, including many locally are using the curriculum product. The TRS curriculum is online based and continually being updated which requires frequent updates. Coupled with a well aligned curriculum is an assessment of that curriculum or benchmarking program. The benchmarking program consists of two main initiatives – a well planned curriculum and assessments which check the mastery of that curriculum. The TRS curriculum is a breakdown of every TEK that must be taught for every subject at every grade; the benchmarks are the assessments that evaluate the student achievement in the content. The two act as a guide for teachers to reteach content that students did not master. TRS allows teachers to follow the content that needs to be taught and the benchmark allows the teacher to see where students need assistance. Considerable resources are utilized to review the scope and sequence. Ensuring that the curriculum in Clint ISD is aligned with TEA accountability and college and career readiness is also important and a strength. Continuing to offer college readiness programs is vital to student success especially based on our high At-Risk population. The campuses will be monitoring all instruction at a heightened level during 2021-2022 as they implement the I-SUPPORT Plan for assisting students with their instructional gaps that have been created by the pandemic. This district will also move to a 4-9 Common Assessment program in which we will have formative assessments for students at these intervals. Clint ISD will also utilize the MAP program through NWEA to identify student skills and content levels for teacher instructional supports.

### **District Committees and Operations**

The District has many layers of organization support that meet on a regular basis. The Campus Principals and Assistant Principals have monthly meetings in which they are provided professional development, instructional focus and best practices. An additional focus for 2020-2021 is the inclusion of the Instructional Leadership Team which meets monthly with all Principals, Assistant Principals, and Instructional support staff. This district team reviews the progress towards our goal of surpassing the state on every area of the STAAR. The District Site Based Decision Making Committee meets four times a year to create the Campus Improvement Plan, review data and advise the Superintendent. This committee also approves all requests for waivers and reviews the bond projects. The Superintendent's Cabinet has regularly scheduled meetings in which the District's leadership develops and implements the District's strategic plan both instructionally and operationally. The Superintendent's Parental Advisory Committee or Super PAC advises the district on concerns/issues they may have. This committee also receives information about district programs and events. Coupled with the Super PAC is the Super SAC, of Superintendent's Student Advisory Committee. This committee also advises the superintendent from a students' point of view. An integral part of the District's operations is the use of technology, automation, and online tools. The Stakeholders have ways of reporting issues, gathering information, and corresponding with district staff.

### **District of Innovation**

Clint ISD will start its second year as a District of Innovation., the District appointed a District Advisory Committee to create a plan under the District of Innovation guidelines. The District Advisory Committee created the District of Innovation Plan to ensure the District can meet its vision and goals in addition to the areas on the state's accountability standards, enhance opportunities for students, and create additional supports for them as well. The plan that follows was developed to support innovation and initiatives that benefit students, staff, parents, and the broader community. The following exemptions were sought to assist the District and the organization with meeting our vision and goal.

1. First Day of Instruction - §25.0811
2. Professional Development - §21.452 and §21.458
3. Minimum Attendance for Class Credit or Final Grade - §25.092
4. Student/Teacher Ratios and Class Size - §25.112, §25.113
5. Teacher Appraisal - §21.352
6. CTE Teacher Certification
7. Health Instruction Options

The committee approved to unanimously adopt the District of Innovation plan an exemptions on May 23, 2017 and the Board of Trustees approved the plan on July 20, 2017; the plan will be active through July 20, 2022. The plan was updated in March 2020 as well. This approval also created the New Teacher Mentor Coordinator program. This program enables staff to utilize the protocols of the New Teacher Center to provide coaching for new staff ensuring their continued success in the profession. The two mentor coordinators assist teachers daily through this research based coaching model.

### **Safety and Support**

For the stafety and suppor of our campuses, Clint ISD and the El Paso County Sheriff's Office have participated in a grant funded through the U.S. Department of Justice, Office of Community Oriented Policing Services (**COPS**). The grant has enabled Clint ISD to have law enforcement officers take an active role in providing a law enforcement presence at our schools. Clint ISD annually funded a portion of the Sheriff's salary and the grant funded the rest. The SRO's have been an active force in ensuring the safety of our students/staff and have also performed outside their traditional role by conducting classroom presentations on a variety of subject matters. The officers also assist with donations for our Communities in Schools program, as well as counsel students and work with parents to support their parenting skills. For 2021-2022, limited grant funds are again available and Clint ISD is funding the majority program to have 10 to 12 SRO's daily in the District. The District SRO's also conduct presentations for our students the following:

- The effects of drugs and alcohol
- Bullying and cyberbullying
- Internet safety
- Sexting
- Dating violence
- Assaults
- Stranger danger (for elementary students).

### **Early Education**

TEA has provided every district with an Early Education allotment to support the teaching and learning of early reading and math in grades PK-3 in an effort to ensure students have a solid foundation in reading and math prior to reaching 4th grade. The following will be implemented to support these goals:

- Reading Academies for all teachers (PK-3) and Elementary Principals.
- Math Academies for all teachers (PK-3)
- Implementation of a state approved comprehensive phonics program.
- Full Day Pre-K
- Resources for 21st Century Learning
- Progress Monitoring/Goal Setting

### **Dual Language Program**

Clint ISD will be implementing the Dual Language program in 2020-2021. This program will allow students to be instructed in English and Spanish at the same time. The students will have instruction from two teachers. One will provide instruction in English and the other instruction in Spanish. The resources, training and monitoring will be implemented throughout the summer and during the entire school year.

### **Student Support and Academic Enrichment**

Clint ISD will continue implementation of a district-wide PK-12 robotics program. Robotics is an interdisciplinary branch of engineering and science that includes mechanical engineering, electronic engineering, information engineering, computer science, and others. Robotics deals with the design, construction, operation, and use of robots, as well as computer systems for their control, sensory feedback, and information processing. An integral part of the robotics program is the computer programming activities in which students must write programs for their robots to perform specified tasks, introducing them and further developing their skills in computer science. In a school setting, students that participate in robotics learn the engineering design process and use problem solving, reading, math, technology, and other subjects to create and program robots. Not only do students complete a project, they compete and travel to develop their problem-solving skills. Participation in competitive robotics not only fosters further development of STEM education, but also encourages important life skills like teamwork, communication, and project-based learning. Travel to events provides students with an opportunity to see other schools, learn other design techniques, and interact with different student groups. Competition provides students with an avenue to work collaboratively to solve real time problems in diverse settings. In addition to engineering skills, students gain additional college and career readiness skills such as, perseverance, collaboration, project resource management, presentation skills, good sportsmanship, and critical thinking.

### **Problem Statements Identifying District Processes & Programs Needs**

**Problem Statement 1 (Prioritized):** The need for uniformed officers continues to be a focus at our campuses. **Root Cause:** The potential attack from outside individuals remains a

threat.

**Problem Statement 2:** The need for extra support of new staff requires to hire interventionists at all campuses. **Root Cause:** I-SUPPORT plans will be put in place to strengthen content knowledge of students.

**Problem Statement 3:** The New Teacher Center requires additional training in their protocols. **Root Cause:** Staff have been hired/added who have not been trained.

**Problem Statement 4:** Data shows that ELL students are not exiting the Bilingual and ESL Program. **Root Cause:** Lack of an aligned Bilingual/ESL Program.

**Problem Statement 5:** Students have learning gaps identified from STAAR exams and district assessments **Root Cause:** Many students in remote learning developed gaps in instructional content

**Problem Statement 6 (Prioritized):** TEA has set expectations for all school districts to set clear early learning goals for students in grades PK-3 in the areas of Math and Reading. **Root Cause:** Not all students entering 4th grade are on grade level in the areas of Reading and Math.



# Perceptions

## Perceptions Summary

Clint ISD has adopted and embraced the Core Leadership Values.



**WE ARE**

**C**ommitted to student success as a shared responsibility among students, parents, educators, the School Board and the community.  
**L**earner Centered by ensuring that all students receive quality teaching and engaging instruction.  
**I**nnovative in using global thinking and technology to empower students to become lifelong learners.  
**N**urturing by creating an educational environment where all students are socially and emotionally supported, safe and valued.  
**T**ransparent through open communication, leadership, accountability and integrity.  
**Independent School District**

**#WeAreClintISD**

The expectation of all staff is to focus on these instructional Core Values.

## District Committees and Operations

The District has many layers of organization support that meet on a regular basis. The Campus Principals and Assistant Principals have monthly meetings in which they are provided professional development, instructional focus and best practices. An additional focus for 2020-2021 is the inclusion of the Instructional Leadership Team which meets regularly with all Principals, Assistant Principals, and Instructional support staff. This district team reviews the progress towards our goal of surpassing the state on every area of the STAAR.

The District Site Based Decision Making Committee meets four times a year to create the Campus Improvement Plan, review data and advise the Superintendent. This committee also approves all requests for waivers and reviews the bond projects. The Superintendent's Cabinet has regularly scheduled meetings in which the District's leadership develops and implements the District's strategic plan both instructionally and

operationally. The Superintendent's Parental Advisory Committee or Super PAC advises the district on concerns/issues they may have. This committee also receives information about district programs and events. Coupled with the Super PAC is the Super SAC, of Superintendent's Student Advisory Committee. This committee also advises the superintendent from a students' point of view. An integral part of the District's operations is the use of technology, automation, and online tools. The Stakeholders have ways of reporting issues, gathering information, and corresponding with district staff.

### **Attendance Rate**

Clint ISD's Attendance Rate was 97.46% 2020-2021. The Instructional Leadership team reviewed attendance procedures with all administration and the expectations. COVID 19 did not allow the district to accurately gather an attendance rate for 2019-2020. The targets will be closely monitored in 2021-2022 to ensure we have over 97% attendance.

Classroom observations reveal that not all teachers are teaching at the same level. The Accountability Team as well as the Instructional Coordinators visited classrooms throughout 2020-2021 and found various levels of teaching in each classroom. For 2021-2022, all classrooms will continue implementing the Fundamental 5 as well as AVID strategies. The Instructional Services Department will monitor teachers in need of support and provide the appropriate mentorship of any teachers in need of support. The I-LEARN equipment will also be used in all classrooms in which teachers can broadcast, record and project their instructional practices.

### **Perceptions Strengths**

### **Clint ISD Supports and Service**

Students in Clint ISD have a smaller teacher to student ratio than our neighboring Districts. Our Treat Every Student Like a VIP begins with lower class sizes to support our students instructionally. Clint ISD also has two counselors at most campuses and the Communities in Schools Program to support students. During 2020, the District has implemented the Nearpod SEL program to assist our students with having social emotional learning (SEL) supports. A SEL/PBIS lead teacher will be provided to each campus to support students social and emotional needs and a dedicated curriculum has been purchased to supplement the Nearpod SEL modules.

The District has a customer service protocol in which all stakeholders are treated with respect and diligence. For the last three years, the District has had a dedicated support staff member to work with parent's who have concerns. Concerns are addressed immediately and the administration monitors all concerns. Furthermore, the District's leadership from Superintendent to Cabinet, meet with parents on a regular basis to support their needs.

Clint ISD has average classload well below the state averages which the chart indicates.

	2019	2019	2019
	Enrollment	FTE	AVG Class Size
CHS	737	42.05	17.5
MVHS	805	53.65	15.1
HHS	1561	93.3	16.8
CECA	324	15.8	20.5
CJHS	519	26.6	19.5
EMMS	629	39.9	15.8
HMS	764	41.6	18.4
REJHS	743	40.4	18.4
WDS	1022	57	17.9
RSE	687	44	15.6
DHE	1022	58.5	17.5
MVE	568	37.7	15.0
FME	1038	58	17.9
CTW	851	50.8	16.8

During the 2021-2022 school year, all students will be learning in the school learning environment and campuses will provide supports through the I-SUPPORT program. Elementary and Middle school students who did not pass or take the STAAR exam must also have targeted interventions for all STAAR exams that they did not score at least Approached Grade Level or higher on the Spring 2021 STAAR administrations. High school students who did not take the EOC exams or did not score Approaches Grade Level on the Spring 2021 STAAR exams will also be part of the targeted group. Middle School Algebra I students who did not score Approaches Grade Level will be included in this program as well. High School students who took the STAAR EOC in June 2021 and scored Approached Grade Level or higher will no longer be included in the targeted group for any EOC exams that they passed. Any EOC exam that a student did not have at least Approaches Grade Level will be required to completed accelerated instruction.

#### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1 (Prioritized):** Attendance was 97.46% target rate for the year and a focus must be to have the rate be above 97% for 2021-2022. **Root Cause:** Students attendance rates need to continue to improve.

**Problem Statement 2:** Student passing rates on the STAAR Exam are not above the state rates in all tested areas. **Root Cause:** Class-loads are not the direct cause, face-to-face instruction impacted the rates.

**Problem Statement 3:** Teacher pedagogy and levels of engagement are not consistent in all classrooms. **Root Cause:** Vertical alignment of a lesson cycle in the classrooms across the district continues to be a focus through the Fundamental Five and utilization of the TEKS Resource System.

**Problem Statement 4:** Data shows that ELL students are not exiting the Bilingual and ESL Program. **Root Cause:** Lack of an aligned Bilingual/ESL Program.

**Problem Statement 5:** A large number of students (76%) had instruction during 2020-2021 in the I-LEARN@HOME program **Root Cause:** Concerns from the Pandemic, gaps identified in student skills and content knowledge

# Priority Problem Statements

**Problem Statement 1:** Students must show progress annually to be successful. Accelerated instruction must be provided.

**Root Cause 1:** Not all students progressed during 2019-2021 and COVID 19 caused other students to have a gap.

**Problem Statement 1 Areas:** Student Learning

**Problem Statement 4:** The need for uniformed officers continues to be a focus at our campuses.

**Root Cause 4:** The potential attack from outside individuals remains a threat.

**Problem Statement 4 Areas:** District Processes & Programs

**Problem Statement 5:** Attendance was 97.46% target rate for the year and a focus must be to have the rate be above 97% for 2021-2022.

**Root Cause 5:** Students attendance rates need to continue to improve.

**Problem Statement 5 Areas:** Perceptions

**Problem Statement 3:** Special Education students, have progressed, but are still scoring below the other sub-populations.

**Root Cause 3:** Special education students have large gaps that continue to need to be addressed.

**Problem Statement 3 Areas:** Demographics - Student Learning

**Problem Statement 7:** 94% of students who are coded LEP/ESL/Bilingual have been in US schools 3+ years.

**Root Cause 7:** There is a lack of an aligned Bilingual and ESL Program

**Problem Statement 7 Areas:** Demographics - Student Learning

**Problem Statement 8:** TEA has set expectations for all school districts to set clear early learning goals for students in grades PK-3 in the areas of Math and Reading.

**Root Cause 8:** Not all students entering 4th grade are on grade level in the areas of Reading and Math.

**Problem Statement 8 Areas:** District Processes & Programs

**Problem Statement 6:** CTE Programs need to continue to expand to align with the community job needs.

**Root Cause 6:** Community needs have changed

**Problem Statement 6 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements
- Covid-19 Factors and/or waivers

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Local Accountability Systems (LAS) data

## Student Data: Assessments

- State and federally required assessment information
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Postsecondary college, career or military-ready graduates
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

**Student Data: Student Groups**

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

**Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback
- Class size averages by grade and subject

**Employee Data**

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

**Parent/Community Data**

- Parent surveys and/or other feedback

**Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation


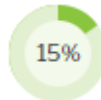



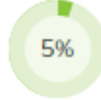




# Goals

Revised/Approved: August 9, 2021

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

**Performance Objective 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 40% to 60% by June 2025.

## HB3 Goal

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All K-3rd grade teachers, special education teachers, campus curriculum coaches, interventionists, System 44 teachers, librarians, and administrators will participate in the 11-month Texas Reading Academies Course. <b>Strategy's Expected Result/Impact:</b> Increase student performance in reading as measured by mCLASS Amplify. <b>Staff Responsible for Monitoring:</b> District cohort leaders, campus administrators  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All K-3rd grade teachers will implement the adopted phonics scope and sequence to ensure consistency with implementation of a systemic and explicit phonics program. <b>Strategy's Expected Result/Impact:</b> Increase student performance in the area of phonics and reading improvement as measured by mCLASS Amplify. <b>Staff Responsible for Monitoring:</b> Campus administrators, campus curriculum coaches  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize Amplify instructional strategies for interventions in order to focus on the specific needs of students at all proficiency levels. <b>Strategy's Expected Result/Impact:</b> Improved student performance in reading as measured by mCLASS Amplify <b>Staff Responsible for Monitoring:</b> Campus administrators, Interventionists, campus curriculum coaches.  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
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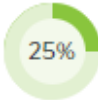


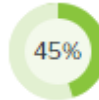






**Goal 1:** The District will be a model of high standards for student academic excellence.

**Performance Objective 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 50% to 63% by June 2025.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Reports, MAP Reports









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campuses will implement Guided Math into their daily schedule in order to provide targeted support to students within the school day. <b>Strategy's Expected Result/Impact:</b> Increase student performance in math as indicated on Dreambox data. <b>Staff Responsible for Monitoring:</b> Campus administrators, campus curriculum coaches, Interventionist  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incorporate math stations such as those learned in training with Kim Sutton. <b>Strategy's Expected Result/Impact:</b> Increase student understanding and performance in math. <b>Staff Responsible for Monitoring:</b> Campus administrators, campus curriculum coaches, Interventionists  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement ST Math in grades K-5 to reinforce core instruction. <b>Strategy's Expected Result/Impact:</b> Increase overall understanding of math concepts and improve student performance. <b>Staff Responsible for Monitoring:</b> Campus administrators, campus curriculum coaches, Interventionists  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
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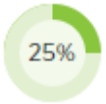





**Goal 1:** The District will be a model of high standards for student academic excellence.

**Performance Objective 3:** The percentage of graduates that meet the criteria for CCMR will increase from 71% to 90% by August 2025.

**HB3 Goal**

**Evaluation Data Sources:** CCMR Reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Audit all high school students to ensure they have an opportunity to have a career or college readiness activity prior to graduation and will improve annually based on the Board approved goal for the District and each campus. <b>Strategy's Expected Result/Impact:</b> Increase in CCMR as reflected on TEA report, Skyward Audit System <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Enroll students in college prep English and Math Courses to ensure they are college ready. <b>Strategy's Expected Result/Impact:</b> Master Schedule review, College Prep passing report <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase the number of students who are taking and meeting the passing standards on the TSI. <b>Strategy's Expected Result/Impact:</b> TSI passing increase, CCMR increase <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Create opportunities for CTE students to obtain licenses and certifications <b>Strategy's Expected Result/Impact:</b> Report, Annual increase in certifications <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director, CTE Coordinator	Formative			Summative
	Sept	Nov	Feb	May
				









Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Ensure students are provided information about careers in the military through counseling events at the campuses and provide students with the opportunity to take the ASVB. <b>Strategy's Expected Result/Impact:</b> CCMR Rate Increase <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 4:** The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for college ready will increase from 60% to 80% by August 2025.

**HB3 Goal**









**Evaluation Data Sources:** CCMR Reports


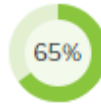

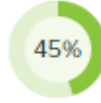




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide students the opportunity to take higher level courses for college credit through various programs which include, dual credit, OnRamps, and AP credits. <b>Strategy's Expected Result/Impact:</b> CCMR Report increase <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create opportunities for students to earn an associates degree with El Paso Community College through district-wide PTECH programs offered at Clint High School, Horizon High School, Mountain View High School, and the Clint ISD Early College Academy. <b>Strategy's Expected Result/Impact:</b> CCMR increase <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, Advanced Academics Director, Counseling Director, CTE Coordinator	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 5:** The District will provide students opportunities to be college and career ready throughout the 2021-2022 school year.

**Evaluation Data Sources:** Student enrollment and completion will increase in AP, DC, CTE courses as evidence on the State Accountability reports for Domain I - College, Career Military Readiness










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will ensure campuses provide test preparation and opportunities for students to take college entrance exams (SAT/TSI). <b>Strategy's Expected Result/Impact:</b> STAAR Scores, TSI Exams, PSAT/ACT/SAT, ReadISTEP <b>Staff Responsible for Monitoring:</b> Instructional Services  <b>Funding Sources:</b> Contracted Services for SAT - 199 GENERAL FUND - \$100,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide Dual Credit and AP resources (textbooks and tuition) for students to be successful. <b>Strategy's Expected Result/Impact:</b> Purchase Orders, Dual Credit Rosters, IMA Forms <b>Staff Responsible for Monitoring:</b> Secondary Instruction, Campus Administration  <b>Funding Sources:</b> Textbooks - 410 IMA - 410.11.6393.31 - \$70,000, Tuititon Costs - 199 GENERAL FUND - 199.11.6221.0.30 - \$150,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District will monitor that high schools offer dual credit courses through El Paso Community College and/or UT Austin OnRamps. <b>Strategy's Expected Result/Impact:</b> Master schedules, Skyward <b>Staff Responsible for Monitoring:</b> Campuses and Instructional Services  <b>Funding Sources:</b> Tuition - 199 GENERAL FUND - 199.11.6223 - \$100,000, Professional Development/Conferences - 211 ESEA, TI A IMP - 211.13.6411, TEXT BOOKS- DUAL CREDIT - 199 GENERAL FUND - 199E116321 - \$140,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The District will ensure secondary campuses offer Middle School Honors Courses and Advanced Academic courses and ensure that 5th grade students are identified for middle school courses. <b>Strategy's Expected Result/Impact:</b> Master schedules, Skyward <b>Staff Responsible for Monitoring:</b> Campuses and Instructional Services	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will monitor that all high schools inform parents and students of higher education and financial aid opportunities and require all seniors to complete the FAFSA <b>Strategy's Expected Result/Impact:</b> Sign in sheets Student scholarship summary FAFSA Reports <b>Staff Responsible for Monitoring:</b> Advanced Academics Coordinator, College Readiness Facilitators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The counselors and/or college readiness facilitators will educate students on how to investigate a college of their choice. They will also assist with: college admissions financial aid opportunities Texas grant program opportunities counseling services to enroll in the appropriate high school courses <b>Strategy's Expected Result/Impact:</b> Completed college applications Student sign in sheets Student scholarship summary College fair sign-in sheets <b>Staff Responsible for Monitoring:</b> Campus Administration College Readiness Facilitators, Counselors, Advanced Academics Coordinator	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The District will support middle school campuses in promoting enrollment at the Clint Early College Academy and PTECH programs at all comprehensive high schools as per the TEA Blueprint. <b>Strategy's Expected Result/Impact:</b> CECA and PTECH enrollment, Associate's Degree Attainment <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will promote opportunities for teachers to be trained for Middle School Honors courses, AP and Pre-AP courses. <b>Strategy's Expected Result/Impact:</b> Certificates of Completion <b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Services  <b>Funding Sources:</b> Tuition for AP Insitutes - 199 GENERAL FUND - 199.13.6221 - \$20,000	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The District will ensure high school campuses will offer college prep classes in ELA and Math. <b>Strategy's Expected Result/Impact:</b> Decrease in number of students taking post-secondary remedial courses <b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Services  <b>Funding Sources:</b> Textbooks for college prep clases - 410 IMA - 410.11.6391 - \$10,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will ensure middle school campuses review career options & CTE programs with students for the purpose of placement into the selected CTE pathway. <b>Strategy's Expected Result/Impact:</b> CTE Career Path Survey Results <b>Staff Responsible for Monitoring:</b> Campus Administration Counselors Instructional Services	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> The District will encourage and support high school campuses to provide options for students in need of graduation and accelerated instruction through credit attainment. <b>Strategy's Expected Result/Impact:</b> Credit Recovery report (Annual) <b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Services  <b>Funding Sources:</b> Credit Recovery Software - 211 ESEA, TI A IMP - 211.11.6247 - \$300,000, Extra Duty Pay - 211 ESEA, TI A IMP - 211.11.6100, Extra Duty Pay - 199 GENERAL FUND - 199.11.6100	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> The District will provide CTE programs of study to all Clint ISD students who request them regardless of campus. New programs will be added which are aligned to job skills and job openings in the region. <b>Strategy's Expected Result/Impact:</b> CTE programs and career readiness skills, CTE certifications, CTE internships <b>Staff Responsible for Monitoring:</b> CTE Coordinator, Campus Administration, Counselors  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> CTE Resources - 244 VOC ED BASIC GRANT - 244.11.6399 - \$3,500, CTE Resources - 199 GENERAL FUND - 199.11.6399	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 13 Details	Reviews			
<b>Strategy 13:</b> The District will promote CTE programs, certifications that can be obtained, and best industry practices for students in CTE programs. <b>Strategy's Expected Result/Impact:</b> CTAT membership(s) <b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Services  <b>Funding Sources:</b> Instructional Resources - 199 GENERAL FUND - 199.11.6495	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> All high schools will inform parents and students of higher education and financial opportunities and the TEXAS & Teach for Texas grant programs. <b>Strategy's Expected Result/Impact:</b> Student sign in sheets Student scholarship summary <b>Staff Responsible for Monitoring:</b> Campus Administration, Advanced Academics Coordinator, College Readiness Facilitators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> The District will ensure students have a Career Interest software for all Career Readiness classrooms . <b>Strategy's Expected Result/Impact:</b> Usage Reports <b>Staff Responsible for Monitoring:</b> CTE Coordinator, Instructional Technology Coordinators  <b>Funding Sources:</b> Software - 199 GENERAL FUND - 199 PIC 22 - \$17,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> The District will continue the implementation of AVID to prepare students to develop the skills needed to pass and excel at the state assessments and prepare to successfully participate in advanced level classes such as AP and Dual Credit. <b>Strategy's Expected Result/Impact:</b> CCI(AVID Document) Improved Grades. <b>Staff Responsible for Monitoring:</b> Advanced Academic Coordinator  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> AVID MEMBERSHIP - 211 ESEA, TI A IMP - 211 E 11 6495 Q6 XXX 2 30 000 - \$66,762 , AVID Program for Secondary Schools - AVID Tutor Salaries w/ Fringe Benefits - 211 ESEA, TI A IMP - 211.E11.6125.Q6.XXX.0.30 - \$40,000	Formative			Summative
	Sept	Nov	Feb	May
				





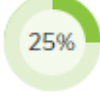





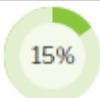

Strategy 17 Details	Reviews			
<b>Strategy 17:</b> The Special Education Department will support career readiness for middle school and high school students receiving services through district-wide Career Day activities. Travel and Subsistence is provided by the Special Education Department. <b>Strategy's Expected Result/Impact:</b> Increased interest in career readiness will impact academic success in preparation for life after high school graduation. <b>Staff Responsible for Monitoring:</b> Transition Team , Special Education Teachers, SPED Director, Assistant SPED Director  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Instructional Resources and Equipment - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> The District Transition Team will provide students in special education the opportunity to learn skills utilized after leaving the public school program. <b>Strategy's Expected Result/Impact:</b> Monitor Community Based Instruction Activities <b>Staff Responsible for Monitoring:</b> Transition Specialist, SPED Teachers, SPED Director and Assistant SPED Director  <b>Funding Sources:</b> Instructional Resources - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







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


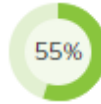


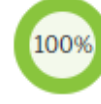
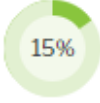
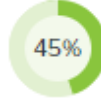


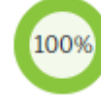
**Performance Objective 6:** Teachers will utilize the TRS - curriculum and instruction system, instructional resources, student assessments, support services and student interventions to improve student performance.



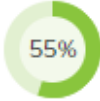



**Evaluation Data Sources:** All district level student performance targets will improve by 5% for all tested levels.










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will monitor and purchase campus instructional resources and textbooks to ensure that they are aligned with district initiatives. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, math and reading assessments, Summative : STAAR, IDEL, TELPAS, RDA <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Funding Sources:</b> ELL Resources - 199 GENERAL FUND - 199.11.6399 - \$60,000, ELL Resources - 263 ESEA, TIII LEP - 263.11.6399 - \$60,000, Textbooks - 410 IMA - 410.11.6321 - \$15,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will provide additional resources and material to campuses district-wide. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, reading assessments, Early LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, RDA, Advance Ins License. <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Funding Sources:</b> Contracted Services - 255 ESEA, TIIA,TPTR - 255.13.6200 - \$95,000, Instructional Resources - 211 ESEA, TI A IMP - 211.13.6399, Instructional Resources - 199 GENERAL FUND - 199.11.6399, Instructional Resources - 263 ESEA, TIII LEP - 263.11.6399	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District will enhance student higher level thinking processes by providing a Robotics program and provide via transportation, meals, supplies and materials, competition fees for the program, and technology resources to include the purchase of drones for HS and MS. This equipment will support STEM education in Clint ISD. <b>Strategy's Expected Result/Impact:</b> Student competition results <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Instructional Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Robotic Supplies & Materials - 281 Title IV, Part A SSAEP - 281.11.6399.RB.XXX - \$1,000 , Technology Resources - 281 Title IV, Part A SSAEP - \$43,000, Entry Fees & Transportation - 281 Title IV, Part A SSAEP - 281.11.6410.RB.XXX.2.30.000 - \$22,475, Robotics Supplies & Materials (STEM) - 199 GENERAL FUND - 199.11.6399, Robotics Supplies & Materials (STEM) - 211 ESEA, TI A IMP - 211.11.6399 , Robotics Meals - 281 Title IV, Part A SSAEP - \$300	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The District will adopt and/or purchase instructional materials, supplies and software that align to the curriculum and support district initiatives in Math, Science, Social Studies, Writing, ELAR, PBL, GT, and Dyslexia. The district will purchase language program booklets for campuses in need to support students with dyslexia. Additionally the district will purchase SEL supplementary supplies for supportive services.</p> <p><b>Strategy's Expected Result/Impact:</b> Meeting agendas, sign-in sheets, purchase orders, instructional material allotment (IMA) artifacts, new adoption artifacts, Amplify mClass for Reading universal screener, Dyslexia Reading screener, TCM Digital Texts Passages, FPC Literacy Kits, library inventories, activity reporting forms, Family Nights, Science adoption to teach TEKS, Robotics competition, student participation and involvement, New Teacher Center supplies.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum and Instruction Staff, Campus Administration, Curriculum Coaches, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> SOFTWARE - 410 IMA - \$7,655, Instructional Resources - 282 ESSER III - \$189,931, SEL-SUPPLIES - 282 ESSER III - \$1,000, SOFTWARE - - 199 GENERAL FUND - 199 - \$9,350, Instructional Resources - 281 Title IV, Part A SSAEP - 281.11.6399 - \$35,000, SOFTWARE- - 255 ESEA, TIIA,TPTR - \$35,000, Instructional Resources and Software - 211 ESEA, TI A IMP - \$86,929, Instructional Resources and Textbooks - 410 IMA - 410.11.6321 - \$30,000, ELL Resources - 263 ESEA, TIII LEP - 263.11.6399, Teacher and Principal Resources - 255 ESEA, TIIA,TPTR - 255.13. - \$5,000, Instructional Resources and Software - 199 GENERAL FUND - \$157,449, INSTRUCTIONAL MATERIALS AND SUPPLIES - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR - \$50,000, SOFTWARE - 211 ESEA, TI A IMP - \$23,958</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> The District will provide funding for supplemental technology equipment, audio visual equipment, and learning software and consumable resources which align with District initiatives.</p> <p><b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, reading assessments, Math, Reading, and other core content software, Summative : STAAR, IDEL, TELPAS, RDA, 21st Century, Family Engagment.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum and Instruction &amp; Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> TECHNOLOGY EQUIP-LAPTOPS - 199 GENERAL FUND - \$2,300, TEKS RESOURCE SYSTEM - 211 ESEA, TI A IMP - 211E116247t6XXX230000 - \$81,777, - 282 ESSER III - \$20,000, Technology Resources-Laptops - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR - \$15,000, Technology Resources - 272 MEDICAID ADMINISTRATIVE CLAIMING PROGRAM - \$265,000, Technology Resources - 211 ESEA, TI A IMP - \$50,000, Technology Resources/Software - 199 GENERAL FUND - \$100,000, Technology Resources/Software - 263 ESEA, TIII LEP - \$82,000, Activities to support effective use of technology. - 281 Title IV, Part A SSAEP - 281.E11.6395.00.802.0.24</p>	Formative			Summative
	Sept	Nov	Feb	May
				


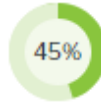
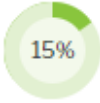
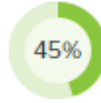




Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide resources to students who may require additional support by providing access to WiFi for students. <b>Strategy's Expected Result/Impact:</b> Student academic progress, Students on target with academic programs <b>Staff Responsible for Monitoring:</b> Campus administration , District administrators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Technology Resources - 282 ESSER III - 282.11.6200 - \$440,420, Technology Resources - 199 GENERAL FUND, Technology Resources - 211 ESEA, TI A IMP, Technology Resources: provide hotspots for students (E11) - 199 GENERAL FUND - \$30,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The District will provide material and resources for fall, spring and summer intersession instruction programs. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, reading assessments, Early LITERACY data, Summative : STAAR, IDEL, TELPAS, RDA <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Intersession Resources - 282 ESSER III, Summer School Extra Duty Pay and Resources - 211 ESEA, TI A IMP, Instructional Resources - 199 GENERAL FUND - \$40,000, Intersession Extra Duty Pay and Resources - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will provide a Intersession program which includes summer resources , accelerated instruction and supports. Content will be offered in the following: LitCamp (Reading Program), Math, Reading, End of Course Remediation and other identified core subject areas. <b>Strategy's Expected Result/Impact:</b> Student Progress Reports Attendance Sheets Employee Timesheet Program Timeline/Schedule <b>Staff Responsible for Monitoring:</b> Federal Programs Director Elementary/Secondary Curriculum and Instruction Department Assistant Superintendents Chief Financial Officer Principals  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Extra-duty pay for summer school during the summer months. - 211 ESEA, TI A IMP - 211.E11.6117.00.699.0.24, Supplemental supplies for summer school programs. - 211 ESEA, TI A IMP - 211.E11.6399.00.699.0.24	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The District will provide vision services to children in schoolwide campuses that are not insured to assist children in their achieve academic success. <b>Strategy's Expected Result/Impact:</b> Referral Forms Sign In Sheets Appointment Forms Parent Consent Forms Phone and Contact Logs <b>Staff Responsible for Monitoring:</b> Federal Programs Director Title I Clerk Nurses  <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> Vision services for children in schoolwide campuses. - 211 ESEA, TI A IMP - \$2,500	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will provide instructional resources for students with auditory and visual impairments to allow access to instruction. <b>Strategy's Expected Result/Impact:</b> Students will continue to meet progress on their progress reports <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director, Instructional Services  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> Equipment - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Purchase technology devices, software, supplemental curriculum programs, supplemental materials and supplies for hired personnel to support targeted learning loss under the District's ESSER plan. <b>Strategy's Expected Result/Impact:</b> Improved student outcomes; targeted support in the areas of social/emotional instruction; smaller group intervention at the campus level <b>Staff Responsible for Monitoring:</b> Counseling department, Instructional Services, Technology department, Federal Programs, Business Services department  <b>Funding Sources:</b> Resources for Staff - 282 ESSER III - 6383 - \$55,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Purchase new dyslexia program materials and contract for professional development for the program. <b>Strategy's Expected Result/Impact:</b> Dyslexia services provided to students, student schedules <b>Staff Responsible for Monitoring:</b> Dyslexia teachers, Director of Advanced Academics  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Program Resources - 282 ESSER III - \$16,000	Formative			Summative
	Sept	Nov	Feb	May
				










Strategy 13 Details	Reviews			
<b>Strategy 13:</b> The District will provide universal Pre-Kindergarten instruction to students of Clint ISD in order to prepare children transitioning into Kindergarten. <b>Strategy's Expected Result/Impact:</b> Class rosters, attendance reports, early literacy/math data, student assessments <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administrators, Counselors  <b>Funding Sources:</b> Staff Salaries - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> The District will provide Pregnancy Related Services (PRS) to support students while receiving homebound or in school services. <b>Strategy's Expected Result/Impact:</b> Sign In Sheets Appointment Calendar Consent Forms Phone and Contact Logs Student Progress Reports Other (Physician Notes) Purchase Orders/Invoices <b>Staff Responsible for Monitoring:</b> Federal Programs Director PRS Itinerary Teacher  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Supplemental supplies associated with Pregnancy Related Services (PRS) - 199 GENERAL FUND - 199 E 11 6399 F5 802 0 24 - \$1,000, Furniture Costs associated with Pregnancy Related Services (PRS) - 199 GENERAL FUND - 199 E 11 6412 F5 802 0 24 - \$150	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> The District will pay tuition for students whose main mode of communicating in sign language to attend RDSPD in EPISD. <b>Strategy's Expected Result/Impact:</b> Students will learn sign language as their mode of communication <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director, Itinerant Teacher for deaf students  <b>Funding Sources:</b> Tuition for Students - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				



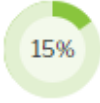
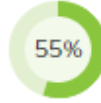



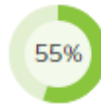
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> The District and campus administration will ensure utilization of the TEKS Resource System (TRS). <b>Strategy's Expected Result/Impact:</b> Curriculum based assessments, common assessments, Istation, DRA, STAAR and TELPAS results <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction Staff, Campus Administration, Curriculum Coaches  <b>Funding Sources:</b> AVID - 211 ESEA, TI A IMP - 211.11.6495 - \$66,762, Professional Development as needed - 211 ESEA, TI A IMP - 211.11.6247	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> The District will provide ongoing training on planning with IFD and YAG in content areas for teachers and campus leadership. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, math and reading assessments, Summative : STAAR, IDEL, TELPAS, RDA <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.4	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> The District instructional coordinators will monitor campus level TEKS Academies/ PLC's to ensure rigor required for instruction in all content areas. <b>Strategy's Expected Result/Impact:</b> Training dates, sign-in sheets, classroom observations, agendas, artifacts: student work <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction Staff  <b>Title I Schoolwide Elements:</b> 2.4	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 19 Details	Reviews			
<b>Strategy 19:</b> The District will provide opportunities for teachers and campus administrators to attend vertical alignment meetings offered once every grading period to discuss curriculum alignment in the TEKS, the process standards and share best practice strategies such as the Fundamental Five. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, math and reading assessments, Summative : STAAR, IDEL, TELPAS, PBM Lead4ward, Fundamental Five <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Contracted online services - 255 ESEA, TIIA,TPTR - \$4,000	Formative			Summative
	Sept	Nov	Feb	May
				


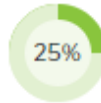

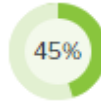






Strategy 20 Details	Reviews			
<b>Strategy 20:</b> The District will implement the NWEA Map program to evaluate student skill and content knowledge in grades K-8 for reading, math and science; and for Algebra I, English I and English II. <b>Strategy's Expected Result/Impact:</b> Improved content knowledge and skill set <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>Results Driven Accountability</b> <b>Funding Sources:</b> Online Evaluation Software - 211 ESEA, TI A IMP - \$85,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 21 Details	Reviews			
<b>Strategy 21:</b> The District will develop CA's (common assessments) in order to progress monitor the student's academic growth and curriculum alignment in all core content areas. CA's will also be available online and completed by all campuses following the CA testing schedule. Designated supports for special populations will be available via online tools. <b>Strategy's Expected Result/Impact:</b> CA development documents, Eduphoria-Aware, data dialogues <b>Staff Responsible for Monitoring:</b> Campus administration, Teachers, Curriculum and Instruction, Curriculum Coaches  <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> Software - 282 ESSER III - \$47,651, Contracted Services - 211 ESEA, TI A IMP - \$46,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 22 Details	Reviews			
<b>Strategy 22:</b> The District will ensure campuses utilize data derived from common assessments and intervention programs to guide and improve teaching and learning. <b>Strategy's Expected Result/Impact:</b> Reading and Math assessment reports generated from software programs, benchmark data, and NWEA MAP <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration, Curriculum Coaches  <b>Funding Sources:</b> Contracted Services - 211 ESEA, TI A IMP - \$46,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 23 Details	Reviews			
<b>Strategy 23:</b> Secondary campuses will monitor 9 Week Assessment Data through PLC's and data dialogues to ensure quality interventions are aligned to student need. <b>Strategy's Expected Result/Impact:</b> Eduphoria Reports, Data Dialogues, PLC agendas <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Accountability  <b>Title I Schoolwide Elements:</b> 2.5, 2.6	Formative			Summative
	Sept	Nov	Feb	May
				



Strategy 24 Details	Reviews			
<b>Strategy 24:</b> The District will monitor digital nine week assessments aligned with the Triumph Targets for K-2 after face-to-face instruction resumes. <b>Strategy's Expected Result/Impact:</b> Formative: Online Literacy Assessments Summative: EOY Online Literacy Assessments <b>Staff Responsible for Monitoring:</b> Elementary Instructional Coordinators  <b>Title I Schoolwide Elements:</b> 2.4	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 25 Details	Reviews			
<b>Strategy 25:</b> Provide Intervention Support (Intervention Teacher) for each campus to ensure that the I-SUPPORT plan is being implemented. To include district wide staff development and training. <b>Strategy's Expected Result/Impact:</b> STAAR Scores, District Assessment show a pattern of improvement. <b>Staff Responsible for Monitoring:</b> Campus Administration, Assistant Superintendents of Elementary and Secondary  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> INTERVENTION TRAINING PD SERIES - 255 ESEA, TIIA,TPTR - \$25,000, Salaries for Intervention Teachers - 282 ESSER III - 282.11.6119 - \$910,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 26 Details	Reviews			
<b>Strategy 26:</b> The District will monitor the implementation of student level interventions through RtI and monthly principal meetings. <b>Strategy's Expected Result/Impact:</b> Meeting agendas, Frontline RtI data <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, campus administration, curriculum coaches  <b>Title I Schoolwide Elements:</b> 2.6	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 27 Details	Reviews			
<b>Strategy 27:</b> The District will provide accelerated instruction for students to allow them to gain, recover, acquire and/or verify credits through the use of non-traditional means. Interventions will include: Fall Intersessions, Spring Intersessions, Summer Intersessions and during the school year supports. <b>Strategy's Expected Result/Impact:</b> Completion rate, graduation rate SSI passing rates Intersession student rosters Student improvement data <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration, Counselors  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Extra Duty Pay for Tutoring (October & March) - 211 ESEA, TI A IMP - 211 E 11 6117 00 802 0 24, Extra Duty Pay and Resources - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				



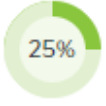



Strategy 28 Details	Reviews			
<b>Strategy 28:</b> The District will monitor classroom rigor and alignment of instruction during the academic school year to include summer school programs. <b>Strategy's Expected Result/Impact:</b> Eduphoria walkthrough data, common assessments, Istation, Think Through Math, STAAR and TELPAS results, lesson plans <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration, Curriculum Coaches  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 29 Details	Reviews			
<b>Strategy 29:</b> The District and campus administration will conduct classroom walkthroughs which are aligned to the T-TESS which ensure the implementation of professional development strategies and will provide support to strengthen the implementation of professional development as needed. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, math and reading assessments, Summative : STAAR, IDEL, TELPAS, PBM <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 30 Details	Reviews			
<b>Strategy 30:</b> The District conduct the T-TESS component of the Student Learning Objective (SLO) Process for all teachers to include the following: SLO identification Tracking of Students Progress Year End Success and Reflect Process <b>Strategy's Expected Result/Impact:</b> SLO Tracking documents, SLO Rubrick, Eduphoria Reports <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Accountability  <b>Title I Schoolwide Elements:</b> 2.5	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 31 Details	Reviews			
<b>Strategy 31:</b> The District will provide mentoring for instruction and provide support to address concerns by dedicating staff to mentor new teachers. The District will utilize the New Teacher Center to support students. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, math and reading assessments, Summative : STAAR, IDEL, TELPAS RDA <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Campus Administration, Mentor Coordinators  <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> Mentor Teacher Coordinator Salaries - 255 ESEA, THIA, TPTR - \$210,000	Formative			Summative
	Sept	Nov	Feb	May
				










Strategy 32 Details	Reviews			
<b>Strategy 32:</b> The District will implement a system that will allow teachers to record their lessons for coaching purposes to improve instructional practices in all classrooms. <b>Strategy's Expected Result/Impact:</b> Improved Student Academic Growth, TIA Designations, Improved Teacher Best Practices <b>Staff Responsible for Monitoring:</b> Instructional Technology, Curriculum and Instruction  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Contracted Services - 255 ESEA, TIA, TPTR - 255.13.6200 - \$35,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 33 Details	Reviews			
<b>Strategy 33:</b> The District will provide 21st Century after-school programming via the After-school Centers on Education (ACE) program. Middle schools will focus on STEM, reading, writing, math and other academic areas. Supplies and other equipment will be purchased to facilitate programming at each of the centers. Field trip opportunities will also be provided for participating students. Field trip expenses such as fees, transportation, required meals, and other related costs will also be funded through this grant program. <b>Strategy's Expected Result/Impact:</b> Field trips and other engagement opportunities will be provided to students. Increased academic student growth. <b>Staff Responsible for Monitoring:</b> 21st Century Grant Coordinator, campus coordinators, administration  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Program Resources - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR - \$300,000, Field Trip Expenses - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR - \$20,000, Technology Resources - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR - \$1,000	Formative			Summative
	Sept	Nov	Feb	May
				
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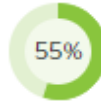



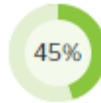
**Goal 1:** The District will be a model of high standards for student academic excellence.

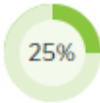
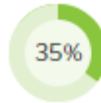






**Performance Objective 7:** District and campus staff will participate in professional learning opportunities throughout the 2021-2022 school year, with an emphasis on Meets and Masters Grade Level Performance on Domain II .

**Evaluation Data Sources:** Performance gaps among all student groups will be closed as evidenced on Domain III - Closing the Gaps and from data on state mandated assessments.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District and campuses will provide researched-based professional development for all staff. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS, OLPT, Norm-Reference Test, Purchase Orders, New Teacher Center, IRead, System 44 <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction Campus Administration Curriculum Coaches District Level Personnel  <b>Funding Sources:</b> Professional Development - 211 ESEA, TI A IMP, Professional Development - 199 GENERAL FUND - \$2,000, Professional Development and Resources - 255 ESEA, TIIA,TPTR - \$38,500, Professional Development and Resources - 263 ESEA, TIII LEP, Professional Development and Resources - 244 VOC ED BASIC GRANT, Professional Development- Mapping - 214 TITLE I, ESF-FOCUSED SUPPORT GRANT - \$4,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will provide/attend professional development for GT. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, certificates of completion, agendas, teacher lessons plans, walkthroughs, student work, common assessments, CBAs, STAAR, and TELPAS. <b>Staff Responsible for Monitoring:</b> Advanced Academics Coordinator  <b>Funding Sources:</b> - 199 GENERAL FUND - \$1,425	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District will provide/attend professional development for new teachers to the district and staff. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, certificates of completion, agendas, teacher walkthroughs <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of C & I  <b>Funding Sources:</b> Extra Duty Pay/Resources - 211 ESEA, TI A IMP, Extra Duty Pay/Resources - 255 ESEA, TIIA,TPTR - \$6,000, Materials and Supplies - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The District will provide a mentorship program for new teachers. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, certificates of completion, agendas <b>Staff Responsible for Monitoring:</b> Curriculum & Instruction  <b>Funding Sources:</b> Instructional Resources - 211 ESEA, TI A IMP - \$25,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will provide/attend professional development on the PLC process, ARD, Section 504, SPED, Dyslexia, CTE, and LPAC procedures and best practices. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, certificates of completion, agendas, ARD/504 documentation, IEPs, LPAC minutes <b>Staff Responsible for Monitoring:</b> Director of Student Academic Support, Bilingual, ESL, Special Education  <b>Funding Sources:</b> Travel for Conferences - 199 GENERAL FUND - 19.13.6411.24/37 - \$3,500	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The District will provide opportunities for staff to attend professional development with the intent to bring strategies back to district personnel. <b>Strategy's Expected Result/Impact:</b> Training dates, certificates of completion, agendas <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of C & I  <b>Funding Sources:</b> Travel for Professional Development - 282 ESSER III - \$5,000, Travel for Professional Development - 211 ESEA, TI A IMP, Travel for Professional Development - 244 VOC ED BASIC GRANT, Travel for Professional Development - 263 ESEA, TIII LEP, Travel for Professional Development - 255 ESEA, TIIA,TPTR - \$7,200, Travel for Professional Development - 199 GENERAL FUND - 199.13.24 - \$3,500	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> District personnel will attend Assistant principal academies/conferences to learn more about instructional leadership, budget and finance, and professional ethics. <b>Strategy's Expected Result/Impact:</b> Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, Online Literacy Assessments Summative : STAAR, IDEL, TELPAS, Alt, STAAR RDA <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of C & I and Campus Administrators  <b>Funding Sources:</b> Travel for Professional Development - 255 ESEA, TIIA,TPTR, Travel for Professional Development - 199 GENERAL FUND, Travel for Professional Development - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> District staff will provide/attend professional development in the following areas to enhance instruction district-wide: Math, Science, Social Studies, ELA/Reading and Writing, Reading Academies, ELA strategies for ELL's, AVID, PBIS and Project Based Learning (PBL). ESL Supplemental Exam Preparation. <b>Strategy's Expected Result/Impact:</b> Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, Online Literacy Assessments Summative : STAAR, IDEL, TELPAS, Alt, STAAR RDA <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction  <b>Funding Sources:</b> Professional Development, Resources and Extra Duty - 199 GENERAL FUND - \$32,500, Professional Development and Resources - 211 ESEA, TI A IMP - \$1,600, Professional Development and Resources - 263 ESEA, TIII LEP, Professional Development and Resources - 255 ESEA, TIIA, TPTR - \$17,700	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> District personnel will attend professional development conferences to learn more about best instructional practices and skills to increase student performance in core content areas. <b>Strategy's Expected Result/Impact:</b> Formative: New Teacher retention rates, surveys, Benchmarks, reading assessments, ISTATON LITERACY ASSESSMENT, DRA, Summative : STAAR, IDEL, TELPAS, AYP, Alt,, STAAR PBM <b>Staff Responsible for Monitoring:</b> Instructional Services  <b>Funding Sources:</b> Travel for Conferences/Professional Development - 199 GENERAL FUND, Travel for Conferences/Professional Development - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will provide professional development in the components of the elementary district frameworks. <b>Strategy's Expected Result/Impact:</b> Sign in sheets, agendas, lesson plans, walkthroughs, student work <b>Staff Responsible for Monitoring:</b> Elementary Instructional Coordinators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> The District will provide training and coaching on the Google classroom initiative and one-to-one initiative. <b>Strategy's Expected Result/Impact:</b> FORMATIVE: Teacher sign-ins and logs, pre & post tests, CBAs  SUMMATIVE: STAAR scores, <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of Curriculum and Instruction, Instructional and Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Technology Resources - 211 ESEA, TI A IMP, Technology Resources - 410 IMA	Formative			Summative
	Sept	Nov	Feb	May
				









Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Provide teachers training on ways to connect learning with students by using media recordings to reflect upon their teaching. The training will also involve providing them professional development materials. Software for lesson capture will be provide for district staff to review teaching practices. <b>Strategy's Expected Result/Impact:</b> Improved student academic success. <b>Staff Responsible for Monitoring:</b> Instructional Technology, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Software Subscription - 255 ESEA, TIIA,TPTR - 255.11.6399.00 - \$94,900, Professional Development Books - 255 ESEA, TIIA,TPTR - 255.13.6339 - \$18,500, Professional Development Books - 255 ESEA, TIIA,TPTR - 255E.13.6329. - \$20,063	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> The District will continue with the New Teacher Center Program to train staff on how to coach, mentor and provide feedback to ensure teachers are effective in the classrooms. <b>Strategy's Expected Result/Impact:</b> Training Sing-in sheets Observation Summaries Training handouts Teacher Walkthrough data <b>Staff Responsible for Monitoring:</b> Elementary Mentor Coordinator Secondary Mentor Coordinator Curriculum Coaches Campus Administration  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Contracted Services and materials - 255 ESEA, TIIA,TPTR - \$85,000	Formative			Summative
	Sept	Nov	Feb	May
				
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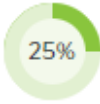
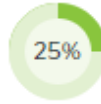


**Goal 1:** The District will be a model of high standards for student academic excellence.










**Performance Objective 8:** The District will provide systemic support to build campus capacity to meet state and federal compliance to eliminate the performance gap among student groups (ELLs and Special Education) by the end of the 2021-2022 school year.







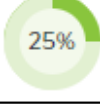


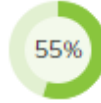
**Evaluation Data Sources:** Student performance will be measured by STAAR assessments, TELPAS, College Readiness Exams and will decrease the performance gap by at least 3%.




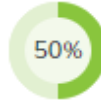

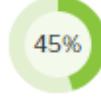


Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will provide, resources, training and monitor the implementation of the Bilingual Dual Language Program. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Agendas, training materials, lesson plans, walkthroughs, T-TESS observations <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Director of Bilingual Education  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Instructional Resources - 211 ESEA, TI A IMP, ELL Instructional Resources - 263 ESEA, TIII LEP - \$28,000, Instructional Resources - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will implement a program, software or site license for elementary and secondary ELL students which it provides English Language Development strategies for teachers.  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> ELL Materials - 263 ESEA, TIII LEP - \$240,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District will offer training and support of English Language Proficiency Standards (ELPS) to all content teachers to increase overall student passing rates for ELL's served, denials, and exited students. <b>Strategy's Expected Result/Impact:</b> Sign-in-sheets, agendas, training materials and resources and lesson plans. Increase of use of ELPS in core content areas and lesson plans. Increase in state assessment scores in all content core subjects. <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Coordinators of Bilingual/ESL  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> ELL Resources - 263 ESEA, TIII LEP, Instructional Resources - 199 GENERAL FUND - \$500	Formative			Summative
	Sept	Nov	Feb	May
				


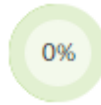

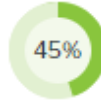

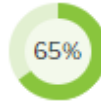

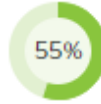






Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The District will ensure the use of the English Language Proficiency Standards (ELPS) by all content teachers to increase overall student passing rates for ELL's served, denials, and exited students. <b>Strategy's Expected Result/Impact:</b> Lesson plans, walkthroughs, T-TESS observations. Increased passing rate for ELL students on state assessments. <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Coordinators of Bilingual/ESL Campus Administration Curriculum Coaches  <b>Title I Schoolwide Elements:</b> 2.6	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will develop, train, and coordinate the Language Acquisition Institute for incoming Kindergarten and First grade students in need of linguistic support. <b>Strategy's Expected Result/Impact:</b> Lesson plans, sign-in-sheets, student attendance rosters, progress monitoring sheets. Increase in language proficiency for each student by domain in TELPAS scores and OLPT scores. Increase in federal accountability systems. <b>Staff Responsible for Monitoring:</b> Director of Bilingual  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Extra Duty Pay/ Resources - 211 ESEA, TI A IMP, Extra Duty Pay/General Supplies - 199 GENERAL FUND, ELL Resources - 263 ESEA, TIII LEP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The District will provide scientifically research-based supplemental resources, software, equipment and materials for instruction and/or intervention for ELL students in the entire core curriculum. <b>Strategy's Expected Result/Impact:</b> Scientifically research-based literature on specific programs; purchase orders; approved vendor list; agenda and sign-in-sheets of professional development where materials were used. Grades, state assessments, benchmarks <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction Coordinators of Bilingual/ESL  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Instrtuctional Resources for ELL - 211 ESEA, TI A IMP, Instrtuctional Resources for ELL - 199 GENERAL FUND - \$1,000, Instrtuctional Resources for ELL - 263 ESEA, TIII LEP - \$50,000	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The District will provide Pre K-12 parental sessions for parents/guardians of ELL students. <b>Strategy's Expected Result/Impact:</b> Sign-in-sheets, agendas, training materials and resources and lesson plans. <b>Staff Responsible for Monitoring:</b> Coordinators of Bilingual/ESL Campus Administrator  <b>Funding Sources:</b> General Supplies - 199 GENERAL FUND, ELL Resources - 263 ESEA, TIII LEP, Instructional Resources - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will provide training for all LPAC Administrators, secondary counselors and diagnosticians at the beginning (identification and placement), middle (testing decisions), end of year (exiting), and monthly to disseminate information and updates <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Agendas, training materials, oaths  <b>Staff Responsible for Monitoring:</b> Coordinators of Bilingual/ESL, LPAC Administrators  <b>Funding Sources:</b> LPAC Materials - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The District will ensure LPAC administrators are providing LPAC training for their staff at the beginning of the year. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Agendas, training materials, oaths <b>Staff Responsible for Monitoring:</b> Coordinators of Bilingual/ESL, LPAC Administrators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will ensure that each campus LPAC administrator holds monthly meetings to accurately identify, place, serve and monitor all ELL students effectively. <b>Strategy's Expected Result/Impact:</b> LPAC minutes, LPAC agendas, LPAC monitoring sheets. Accurate submission to PEIMS for snapshot.  <b>Staff Responsible for Monitoring:</b> Coordinators of Bilingual/ESL, LPAC administrators	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> The District will conduct feeder pattern meetings for special education and ELL teachers to analyze data, evaluate strategies, and monitor student progress. <b>Strategy's Expected Result/Impact:</b> Agendas Sign-In Sheets <b>Staff Responsible for Monitoring:</b> Special Education Coordinators, Bilingual and ESL Coordinators  <b>Title I Schoolwide Elements:</b> 2.6	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> The District will provide opportunities for special education teachers to meet and collaborate with others in the same specialized area to analyze data and discuss instructional strategies. <b>Strategy's Expected Result/Impact:</b> Classroom observations, student artifacts, sign in sheets, agendas <b>Staff Responsible for Monitoring:</b> Special Education Coordinators, Curriculum and Instruction  <b>Title I Schoolwide Elements:</b> 2.6	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> The District will analyze data to monitor student academic growth for students receiving special education services. <b>Strategy's Expected Result/Impact:</b> Completed SEPM Packet <b>Staff Responsible for Monitoring:</b> Special Education Coordinators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> The District will ensure campuses are progress monitoring LEP served, first year and second year students every nine weeks. <b>Strategy's Expected Result/Impact:</b> LPAC progress monitoring forms, LPAC minutes, agendas, sign-in-sheets <b>Staff Responsible for Monitoring:</b> Coordinators of Bilingual/ESL, Campus Administrators	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Provide special education staff to campuses who have identified additional staff are needed to meet student IEP's <b>Strategy's Expected Result/Impact:</b> Staffing reports, IEP coverage report, master schedules show that student's IEP's are being met <b>Staff Responsible for Monitoring:</b> HR, Special Education Department, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Funding for SPED staff - 282 ESSER III - 282.11.6119 - \$585,000	Formative			Summative
	Sept	Nov	Feb	May
				




Strategy 16 Details	Reviews			
<b>Strategy 16:</b> The District will provide support on inclusive practices and strategies for both special education and general education teachers. <b>Strategy's Expected Result/Impact:</b> STAAR Scores Student achievement records Eduphoria data <b>Staff Responsible for Monitoring:</b> Special Education Coordinators, Instructional Services  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Instructional Resources - 211 ESEA, TI A IMP - 211.11.6399.00.xxx.5.24	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> The District and Campuses will monitor all inclusions teacher schedules and review logs to ensure that students are supported in the classroom. Monitoring will occur after each grading periods. <b>Strategy's Expected Result/Impact:</b> Inclusion Logs Master Schedules Classroom Observations <b>Staff Responsible for Monitoring:</b> Campus Administrators and Instructional Services	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> The District will provide materials and resources to SPED personnel in order to make classroom instruction accessible to students receiving special education services. <b>Strategy's Expected Result/Impact:</b> Purchase Requisitions, Classroom Observations <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director, Curriculum and Instruction  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> Instructional Resources for staff - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 19 Details	Reviews			
<b>Strategy 19:</b> The District will provide outside agency medical services to students as per ARD. <b>Strategy's Expected Result/Impact:</b> Purchase Requisitions, Medical Evaluations <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> Contracted Services - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				





Strategy 20 Details	Reviews			
<b>Strategy 20:</b> Students receiving special education will participate in the Special Olympics and be motivated to meet academic and eligibility requirements. <b>Strategy's Expected Result/Impact:</b> Increased participation during both events in March and April. <b>Staff Responsible for Monitoring:</b> Special Education Teachers Special Education Department  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Event equipment, event supplies/materials, travel and subsistence - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 21 Details	Reviews			
<b>Strategy 21:</b> The Special Education Department will purchase evaluation materials to appropriate SPED personnel in order to properly evaluate students. <b>Strategy's Expected Result/Impact:</b> Student evaluation results <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Resources for staff - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 22 Details	Reviews			
<b>Strategy 22:</b> The Special Education Department will purchase technology and software for SPED Staff to complete evaluations to determine eligibility and to provide services as per ARD. <b>Strategy's Expected Result/Impact:</b> Completion of evaluations <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Resources for staff - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 23 Details	Reviews			
<b>Strategy 23:</b> The Special Education Department will hire contracted service personnel to complete evaluations and to provide parents with an Independent Educational Evaluation when requested through ARD. <b>Strategy's Expected Result/Impact:</b> Completion of evaluations <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Contracted Services - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
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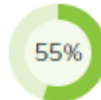


**Goal 1:** The District will be a model of high standards for student academic excellence.

**Performance Objective 9:** The District will continue to expand the use of the 1:1 device program to continue promoting 21st Century learning environments for of all Clint ISD students.







**Evaluation Data Sources:** STAAR data, STaR Chart data, T-TESS evaluations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The District will provide all students with a device, to include broadband service and equipment, to equip them with 21st century skills through the availability of a device assigned for each student.</p> <p><b>Strategy's Expected Result/Impact:</b> Computer usage logs Lesson plans showing usage and engaging curriculum Instructional technology trainings</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer Campus Administration Instructional Technology Coordinators</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> ECF CHROMEBOOK LAPTOPS - 199 GENERAL FUND - 199 E 11 6382 00 851 0 30 ECF - \$829,931.07, T-Mobile Services - 199 GENERAL FUND - 199 E 11 6299 99 851 0 30 000 - \$56,000, Technology BusWifi Equip - 199 GENERAL FUND - 199.E11.6399.00.851030.ECF - \$18,900, Technology Installation/Playlu - 199 GENERAL FUND - 189.E11.6299.00.851.0.30.F22 - \$28,000, Technology Resources/Playlu Audio/Visual Equipment - 199 GENERAL FUND - 189.E11.6390.00.851.0.30.F22 - \$131,000 , Laptop for CECA - 282 ESSER III - 282.E11.6383.00.009.1.30.000 - \$578,827, Hotspots and Broadband Service for Students - 199 GENERAL FUND - 189.E11.6299.00.851.0.30.F22F - \$568,358, - 272 MEDICAID ADMINISTRATIVE CLAIMING PROGRAM - \$210,000, Technology Equipment, Software - 410 IMA, Technology Equipment, Software - 199 GENERAL FUND - \$700,000, Technology Equipment, Software - 201 Title I SIP, Technology Equipment, Software - 211 ESEA, TI A IMP - \$115,000</p>	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide technology training to District staff in a variety of areas to include but not limited to: *Skyward / Attendance and Gradebook *Lesson Planning / Eduphoria *Interactive Flat Panels / ILEARN *Data Disaggregation / Google Workspace Google Sheets *Online instructional technology tools - such as Nearpod, Classkick, Peardeck, Screencastify, Lucid for Edu *Google Workspace for Education *Google Meet & Google Classroom Integration *Remote learning *Office 365  <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs Instructional Technology Website Meeting agendas, purchase orders, activity reporting forms, student participation and involvement <b>Staff Responsible for Monitoring:</b> Chief Technology Officer Campus Administration Instructional Technology Coordinators  <b>Funding Sources:</b> Technology Extra Duty Pay - 211 ESEA, TI A IMP - 211.13.6117.00.803.5.30, Region 19 Sessions - 211 ESEA, TI A IMP - 211.21.6239.00.803.5.30, Computer Software and Resources - 211 ESEA, TI A IMP - 211.11.6395.Q4.XXX.7.30.000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide support to campuses through the Instructional Technology Support Coordinators to assist Campus Technology Coaches and Librarians with integrating technology in the classroom.  <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-through New teacher technology intake Instructional technology trainings Quarterly meetings with campus principals <b>Staff Responsible for Monitoring:</b> Instructional Services Campus Administration Instructional Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Instructional Technology Coordinators Salaries - 410 IMA - 410.11.6119	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide training opportunities for district staff to attend conferences and other technology related workshops to include: *TCEA - TCEA Annual Conference - Elementary Technology Conference - Campus Technology Specialist *ISTE *FETC *SxSW Edu *Other EdTech conferences virtual and in person <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs <b>Staff Responsible for Monitoring:</b> Chief Technology Officer, Campus Administration, Instructional Technology Coordinators  <b>Funding Sources:</b> Coordinator Training - 199 GENERAL FUND - \$1,000, Travel for Conferences/Professional Development - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide training opportunities for Technology for District staff on ways to integrate technology. <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Instructional technology website <b>Staff Responsible for Monitoring:</b> Chief Technology Officer, Campus Administration, Instructional Technology Coordinators  <b>Funding Sources:</b> Travel for Professional Development - 199 GENERAL FUND - 199.21.6411.00.803.0.99	Formative			Summative
	Sept	Nov	Feb	May
				











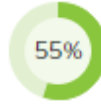
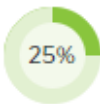
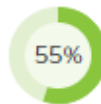
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Provide teachers with resources and furniture to create 21st Century learning environments for all students in the District. Provide teachers with instructional technology resources such as software, hardware, audio/visual equipment, and installation to include PlayLu, engaging curriculum based educational activities; Pear Deck which is an interactive presentation tool used to actively engage students in individual and social learning; Nearpod software will engage students in lessons, videos, formative assessments, and gamified learning. Classkick will help teacher create and share assignments, monitor students, and give feedback as well. Screencastify is a simple video creation software to record, edit, share videos, and create video assignments.</p> <p><b>Strategy's Expected Result/Impact:</b> Student Reports Classroom Inventory Purchase Requisitions Classroom Observations Technology Resources</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Services, Technology Department</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> Technology NearPod Software - 199 GENERAL FUND - 199.11.6247.NP.xxx.0.30 - \$65,000, Technology Screencastify Software - 199 GENERAL FUND - 199.11.6247.SC.xxx.0.30 - \$13,200, Technology Playlu Installation - 199 GENERAL FUND - 189.11.6299.00.851.0.30.F22 - \$28,000, Technology Pear Deck Software - 199 GENERAL FUND - 199.11.6247.PR.XXX.0.30. - \$26,000, Technology Classkick Software - 199 GENERAL FUND - 199.11.6247.CK.xxx.0.30 - \$28,000, Technology Equipment - 410 IMA, Technology Equipment - 211 ESEA, TI A IMP - 211.11.6390.00.XXX.9.30, Technology Software, Classroom Furniture - 199 GENERAL FUND - \$702,000, Technology Playlu Audio/Visual Equipment - 199 GENERAL FUND - 189.11.6390.00.851.0.30.F22 - \$131,000</p>	Formative			Summative
	Sept	Nov	Feb	May
				
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**Goal 1:** The District will be a model of high standards for student academic excellence.

**Performance Objective 10:** The District will consistently monitor how technology is integrated into the mainstream curriculum to support the improvement of scores on the STAAR exams across all tested areas for 2021- 2022.

**Evaluation Data Sources:** Technology integration will be increased by 10% as reflected on the STaR Chart

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will fund the Instructional Technology Support Coordinators to assist Campus Technology Coaches and Librarians with training and integration of technology resources and support for teachers in the classroom at all campuses. <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-through New teacher technology intake Help desk tickets Instructional technology trainings and meetings <b>Staff Responsible for Monitoring:</b> Campus Administration Instructional Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Instructional Technology Staff Salaries - 410 IMA - 410.13.6119	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide technology training to District staff on the I-LEARN equipment and the applications/software that are integrated with the system. <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Instructional Technology Website <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Extra Duty Pay, Contracted Services - 211 ESEA, TI A IMP - 211.13.6117.00.803.5.30, Region 19 Sessions - 211 ESEA, TI A IMP - 211.21.6239.00.803.5.30	Formative			Summative
	Sept	Nov	Feb	May
				




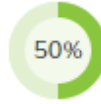
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training opportunities for district staff to attend conferences and other technology related workshops to include: *TCEA - TCEA Annual Conference - Elementary Technology Conference - Campus Technology Specialist *ISTE *FETC *Other EdTech conferences virtual and in person <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Technology Coordinators  <b>Funding Sources:</b> Travel resources - 211 ESEA, TI A IMP	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide training opportunities for Technology for District staff on ways to integrate technology. <b>Strategy's Expected Result/Impact:</b> Training logs Sign-in sheets Classroom walk-throughs Help desk tickets Instructional technology website <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Technology Coordinators  <b>Funding Sources:</b> Travel for Professional Development - 199 GENERAL FUND - 199.21.6411.00.803.0.99	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will create and enhance online resources for teachers in the classroom. <b>Strategy's Expected Result/Impact:</b> Online Resources Instructional Technology Website and Google Shared Drives <b>Staff Responsible for Monitoring:</b> Instructional Technology Support Coordinators Executive Director of Technology	Formative			Summative
	Sept	Nov	Feb	May
				







Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide specialized assistive technology as determined by the Assistive Technology Team to students receiving SPED services when necessary to make classroom instruction more accessible. <b>Strategy's Expected Result/Impact:</b> Purchase Requisitions Student performance on assessments <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> Student Assistive Technology - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The District will fund Campus Technology Coach positions for all campuses to ensure that technology integration is occurring at the highest levels. <b>Strategy's Expected Result/Impact:</b> Implementation of STAAR 2.0 online strategies, I-LEARN equipment usage <b>Staff Responsible for Monitoring:</b> Instructional Technology Coordinators  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> Salaries for Technology Coaches (Secondary) - 282 ESSER III - 282.11.6119 - \$560,000, Salaries for Technology Coaches (Elementary) - 199 GENERAL FUND - PIC 30 - \$420,000	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 11:** The District will provide opportunities for Homeless Students to be academically successful and complete all academic requirements for graduation.

**Evaluation Data Sources:** The District will offer supplemental social and academic support to identified students.








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District Homeless Liaison will work with campus personnel to ensure homeless students are on track with attendance, grades, tutoring, high school credits and post high school education. <b>Strategy's Expected Result/Impact:</b> Student follow-up report; Credit recovery student assessment form <b>Staff Responsible for Monitoring:</b> Federal Programs Director; Parental Involvement Specialist / Homeless Liaison; Counselors  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Instructional monitoring by Homeless Liaison - Salary for Parent Involvement Specialist - 211 ESEA, TI A IMP - 211.E61.6119-6146.00.802.2.24	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District Homeless Liaison will provide intervention activities/programs to provide opportunities for the homeless students to be academically successful.  Activities include: Fund 206 - Book Club for homeless students which will significantly impact them in the academic, social emotional areas. - Reading material and school supplies - Caps and Gowns for students to participate in graduation ceremony - Hygiene items - Pay for costs related to instructional supplies/equipment needed for homeless students enrolled in CTE courses - Mentor program for 8th and 12th grade students  Fund 211 - emergency clothing/uniforms. <b>Strategy's Expected Result/Impact:</b> Increase in attendance and grade level promotion. <b>Staff Responsible for Monitoring:</b> Federal Programs Director; Parent Involvement Specialist / Homeless Liaison  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Grant to support Homeless Students - 206 TEHCY - \$37,620, Emergency Clothing/Uniforms - 211 ESEA, TI A IMP - 211.E11.6392.F3.802.2.24 - \$500	Formative			Summative
	Sept	Nov	Feb	May
				








Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The District will designate a Homeless Liaison to assist in identifying students experiencing homelessness and ensure immediate enrollment for homeless students even if the student is lacking proper documentation ordinarily needed for school enrollment and carrying out the duties of the position.</p> <p><b>Strategy's Expected Result/Impact:</b> Community and schoolchildren and youth experiencing homelessness are identified by school personnel through training, outreach, and/or coordination activities with other entities and agencies; children and youth experiencing homelessness are enrolled in, and have a full and equal opportunity to succeed in, schools within the district; children, youth, and families experiencing homelessness have access to and receive educational services for which they are eligible, including Early Head Start and Head Start programs, early intervention services under Part C of the Individual with Disabilities Education Act, and other preschool programs administered by the school district; children, youth, and families experiencing homelessness receive referrals to health care, dental, mental health, substance abuse, housing, and other appropriate services; the parents or guardians of students experiencing homelessness are informed of the educational and related opportunities available to their children, and are provided with meaningful opportunities to participate in the education of their children; public notice of the educational rights of students experiencing homelessness is disseminated in locations frequented by families and youth experiencing homelessness such as schools, in a manner and form understandable to parents, guardians, and unaccompanied youth; enrollment disputes are mediated in accordance with the provisions of the Act.</p> <p><b>Staff Responsible for Monitoring:</b> Federal Programs Director; Parent Involvement Specialist / Homeless Liaison</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6</p>	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 12:** Provide opportunities for migrant students to be academically successful and complete all credit requirements for graduation.

**Evaluation Data Sources:** The ESC 19 Migrant Education Program in collaboration with the district will provide high-quality academic and social opportunities for identified students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Region 19 ESC Migrant Education Program will provide identified students with opportunities to recover credits through collaborative efforts with credit recovery program(s). <b>Strategy's Expected Result/Impact:</b> Number of credits earned by migrant students. <b>Staff Responsible for Monitoring:</b> SSA - Region 19 Migrant Education Program / Federal Programs Director  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Shared Services Arrangement with Region XIX Migrant Education Program - 212 ESEA, TIP-C EDMI - Fund 212	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Region 19 ESC Migrant Education Program will provide intervention programs which include: supplemental instruction, summer programs, middle school retreat, reading & biology camps, and college workshops. <b>Strategy's Expected Result/Impact:</b> Student involvement; graduation rates, completion rates, attendance rates. <b>Staff Responsible for Monitoring:</b> SSA - ESC 19 Migrant Education Program Clint ISD Federal Programs Director  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Shared Services Arrangement with Region XIX Migrant Education Program - 212 ESEA, TIP-C EDMI - Fund 212	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Region19 ESC Migrant Education Program will provide identified students with information on opportunities for post secondary education. <b>Strategy's Expected Result/Impact:</b> Student enrollment in college prep. courses; graduation rates, completion rates, attendance rates. <b>Staff Responsible for Monitoring:</b> SSA - Region 19 Migrant Education Program / Federal Programs Director  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Shared Services Arrangement with Region XIX Migrant Education Program - 212 ESEA, TIP-C EDMI - Fund 212	Formative			Summative
	Sept	Nov	Feb	May
				







Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Ensure federal grants are in compliance by attending Professional development activities that include: migrant related conference(s) - through ESC SSA and/or the Migrant Advisory Council Meetings hosted by ESC 19. <b>Strategy's Expected Result/Impact:</b> Formative: Approved grant activities. Summative: Annual audit <b>Staff Responsible for Monitoring:</b> Region 19 ESC Migrant Education Program SSA Clint ISD Federal Programs Director  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Fund 212 - 212 ESEA, TIP-C EDMI - Fund 212		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 13:** Campuses will contract with Communities In Schools (CIS) to assist students with the social services support in the areas of academic, behavior and attendance during the 2021-2022 school year.

**Evaluation Data Sources:** The District will offer supplemental social and academic opportunities and support to at-risk students.







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Communities In Schools (CIS) of El Paso, Inc., will provide a professional staff member (CIS Coordinator) to implement the CIS program at the schools. The CIS program will provide services designed to increase student achievement through student improvement, student promotion, and student graduation and reduce the drop out rate by keeping students in school. It will implement the six components of focus: Supportive Guidance, Health and Human Services, Parental and Family Engagement, College and Career Awareness, Enrichment Activities, and Academic Enrichment &amp; Support.</p> <p><b>Strategy's Expected Result/Impact:</b> Student involvement; distribution log/supply list; graduation rates, completion rates, attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Federal Programs Director Campus Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2</p> <p><b>Funding Sources:</b> Professional Contracted Services by Campuses (\$26,000 per Coordinator) - 211 ESEA, TI A IMP - 211.E31.6299.CI.001-106.1.30 - \$338,000</p>	Formative			Summative
	Sept	Nov	Feb	May
				
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**Goal 1:** The District will be a model of high standards for student academic excellence.

**Performance Objective 14:** Campus and district staff will be involved in overall school improvement activities to support student academic outcomes and overall student progress.

**Targeted or ESF High Priority**







**Evaluation Data Sources:** Campus needs assessment surveys, student performance data, teacher survey data, PLC and RTI intervention data, observational data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus and district staff will be involved in the Essential Skills Framework (ESF) development activities that will focus on overall school improvement for selected campuses. This includes paying the salary for needed personnel, contracted services, professional development, supplemental materials, supplies and resources, extra duty pay for instructional staff and partnership with a vetted improvement partner to provide focused support. (Title I-1003 ESF Grant Activities) <b>Strategy's Expected Result/Impact:</b> Improved student progress, growth in campus leadership capacity, consistent instructional practices, <b>Staff Responsible for Monitoring:</b> District data coordinator, ESF director and coordinator, campus principals, Assistant Superintendent of Curriculum and Instruction  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> - 211 ESEA, TI A IMP - 214 - Title I, ESF Support - \$848,935	Formative			Summative
	Sept	Nov	Feb	May
				
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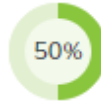
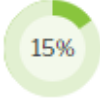

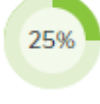




**Goal 2:** The District will ensure a safe, well disciplined, positive learning environment for all students.













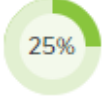


**Performance Objective 1:** The District will foster an educational environment that will ensure the safety of all students and staff.










**Evaluation Data Sources:** The District will provide added security services; will construct facilities that are conducive to age appropriate learning and are built in a timely manner; will implement programs to deter drug use and programs to ensure the safety of students; and will be prepared in responding to emergencies at all facilities.







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The District will implement safety protocols, which will include the promotion of social distancing and proper hygiene to prevent the spread of COVID 19.</p> <p>The District will purchase COVID 19 testing kits, offer to students, teachers, and other school staff COVID 19 testing for screening and testing and other related services; purchase of PPE; hygiene and cleaning supplies; provide public health events which may require hiring staff, contracted services or paying staff for support of these activities outside of their regular duties; and mitigation activities to prevent the spread of COVID 19 to support continued in-person learning at our schools.</p> <p><b>Strategy's Expected Result/Impact:</b> Low instances of COVID case numbers</p> <p><b>Staff Responsible for Monitoring:</b> Campus and District Administration</p> <p><b>Funding Sources:</b> - 290 SCHOOL HEALTH SUPPORT GRANT - \$365,000</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The District will maintain the Plasma Air bipolar ionization system to prevent the spread of viruses. The District will also update or purchase portable high-efficiency particulate air (HEPA) fan/filtration systems or other small items that may allow for improved air circulation;</p> <p><b>Strategy's Expected Result/Impact:</b> Lower instances of illness, more sanitized and cleaner air systems</p> <p><b>Staff Responsible for Monitoring:</b> Campus and District Administration; maintenance department; facilities department</p> <p><b>Funding Sources:</b> - 290 SCHOOL HEALTH SUPPORT GRANT - \$75,000</p>	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District has joined with El Paso County to conduct Community Oriented Policing Services (COPS) on the District Campuses. <b>Strategy's Expected Result/Impact:</b> Reduced number of drug and violence related incidents on campus as evidenced by the PEIMS discipline record. (CISD Instructional Calendar) <b>Staff Responsible for Monitoring:</b> Operational Services Department Security Services  <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199, Funding for SRO's - 281 Title IV, Part A SSAEP - \$201,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The District will schedule personnel in order to have wider coverage on weekends and provide security support during extra-curricular activities and after school hours. *All areas of Clint District. <b>Strategy's Expected Result/Impact:</b> Reduced vandalism / break-ins as evidenced by the administrator and security officer reports. (as scheduled) <b>Staff Responsible for Monitoring:</b> Campus Principals; Security Services  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will train all security, SRO's, and other peace officers on their appropriate role allowed by [TEC 38.081]. <b>Strategy's Expected Result/Impact:</b> Annual Training Logs <b>Staff Responsible for Monitoring:</b> Security Services	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The District/Campus will monitor, use and maintain all surveillance cameras at all campuses as a deterrent and to provide additional vigilance. <b>Strategy's Expected Result/Impact:</b> Review of camera data; Walk-throughs (weekly) <b>Staff Responsible for Monitoring:</b> Operational Services Dept.; Campus Administration; Security Services  <b>Funding Sources:</b> - 199 GENERAL FUND - \$45,000	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Facilities will be designed and constructed in a timely manner. <b>Strategy's Expected Result/Impact:</b> Facility Completion Time lines; Construction Meetings; Construction site inspections & progress reports. (construction schedule) <b>Staff Responsible for Monitoring:</b> Director of Facilities and Planning; Operational Services Dept.  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will work on the recommended facility improvements for ADA Compliance. <b>Strategy's Expected Result/Impact:</b> Completion of approved facility improvements. (construction schedule) <b>Staff Responsible for Monitoring:</b> Director of Facilities and Planning; Maintenance Manager  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Assess campus needs and provide maintenance as needed at the campuses <b>Strategy's Expected Result/Impact:</b> Work Order Review <b>Staff Responsible for Monitoring:</b> Maintenance Department, Campus Principals, Head Custodians	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will reduce annual electric consumption by five percent each state fiscal year. <b>Strategy's Expected Result/Impact:</b> Energy Consumption Audits; Benchmarking by El Paso Electric Company <b>Staff Responsible for Monitoring:</b> Energy Manager; Director of Facilities and Planning; Campus Administration  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> The District's drug detection canine unit will make unannounced visits to campuses as well as be "on call." <b>Strategy's Expected Result/Impact:</b> Reduced campus drug incidents as evidenced by PEIMS discipline records (as scheduled). Salary and reoccurring costs will be covered via local and grant funding (if available) <b>Staff Responsible for Monitoring:</b> Security Supervisor  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Reasonable Suspicion Training will be implemented at all campuses for staff intervention protocol. Staff is responsible for reporting substance abuse per Chapt. 37 of Education Code. <b>Strategy's Expected Result/Impact:</b> Formative: Staff Training responses Summative: Recidivism data and cases reported per PEIMS requirement. (August and as new staff are hired or as incidents occur) <b>Staff Responsible for Monitoring:</b> Campus Principals; District Safety Specialist  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Annually revise Emergency Operations Plan in accordance with the mandates identified in S.B.11 and train Campus Principals to ensure implementation. <b>Strategy's Expected Result/Impact:</b> Development of Emergency Operations Plan as required under legislation. (August) <b>Staff Responsible for Monitoring:</b> District Safety Specialist  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> The District will utilize the Drug and Alcohol Reasonable Suspicion Program. <b>Strategy's Expected Result/Impact:</b> Approved program testing results and data. (as needed) <b>Staff Responsible for Monitoring:</b> District Safety Specialist  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Provide Crisis Management training to all campuses once a year. <b>Strategy's Expected Result/Impact:</b> Sign-in sheets (August) <b>Staff Responsible for Monitoring:</b> District Safety Specialist  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - Fund 199	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> Provide annual training to staff regarding maltreatment and sexual abuse of children and procedures for reporting to CPS. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets (August), Safe Schools Training completion <b>Staff Responsible for Monitoring:</b> Campus Principals; District Safety Specialist	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 17 Details	Reviews			
<b>Strategy 17:</b> Clint ISD will continue to provide Anonymous Alert System where students or parents in the school community can anonymously submit any suspicious activity, bullying or other student related issues to a school administrator(s).  <b>Strategy's Expected Result/Impact:</b> Anonymous Alert Reports Campus Follow Up logs <b>Staff Responsible for Monitoring:</b> Security Services Operational Services Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> Clint ISD will continue to provide each campus the Keep n Track school safety system for sex offender checks & visitor check in.  <b>Strategy's Expected Result/Impact:</b> Review of data received and number of alerts <b>Staff Responsible for Monitoring:</b> Security Services, Operational Services and Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 19 Details	Reviews			
<b>Strategy 19:</b> The School Resource Officer(s) will be housed at schoolwide campuses to provide policing services.  <b>Strategy's Expected Result/Impact:</b> SRO Logs Attendance Logs Purchase Order Contracted Services Contact Logs <b>Staff Responsible for Monitoring:</b> Federal Programs Director Elementary & Secondary Curriculum Department Assistant Superintendents Chief Financial Officer Security Services Campus Administration  <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> School Resource Office Program - 281 Title IV, Part A SSAEP - 211.E52.6219.61.802.0.24 - \$201,000, School Resource Office Program - 199 GENERAL FUND - 199 PIC XX - \$30,000	Formative			Summative
	Sept	Nov	Feb	May
				







Strategy 20 Details		Reviews			
<b>Strategy 20:</b> The District will use a billing agency for MAC/SHARS in order to maximize Medicaid reimbursement used for the district and its students. Invoices paid accordingly. <b>Strategy's Expected Result/Impact:</b> Reimbursements into the district's general fund <b>Staff Responsible for Monitoring:</b> SPED Director, Budget Clerk		Formative			Summative
		Sept	Nov	Feb	May
					
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					






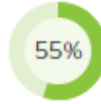



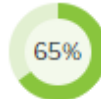

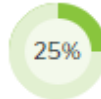
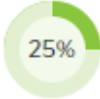


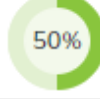
**Goal 2:** The District will ensure a safe, well disciplined, positive learning environment for all students.



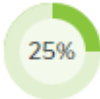
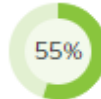

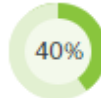




**Performance Objective 2:** Clint ISD will offer counseling and SEL support services which address the specific student needs.

**Evaluation Data Sources:** Counseling plans, logs, training reports, PEIMS data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide students with counseling services in the following areas: *Suicide prevention *Conflict resolution *Violence prevention *Harassment and dating violence *Enrichment Program *Self-esteem class Teachers would like to be trained on social-emotional behavior. Increase counselors due to problem students. Take away administrative duties from counselors. <b>Strategy's Expected Result/Impact:</b> Less student issues due to counseling supports <b>Staff Responsible for Monitoring:</b> Counseling staff, Advanced Academics Coordinator, Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide SEL support staff at all campuses and at the District level to support students in transitioning from the Pandemic back into the school setting. <b>Strategy's Expected Result/Impact:</b> SEL Program monitoring, monthly activities, Student support log <b>Staff Responsible for Monitoring:</b> PBIS/SEL Lead Teachers, SEL District Coordinator, Directors of Counseling  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Funding for Salaries - 282 ESSER III - \$890,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hire 4 Crisis Counselors to support all three feeder patterns with certified counseling support. <b>Strategy's Expected Result/Impact:</b> Support for high needs issues <b>Staff Responsible for Monitoring:</b> Director of Counseling  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Staff Salaries - 282 ESSER III - \$360,000	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue to Implement SEL Programs with the following focus themes: *Diversity and Inclusion *Empathy and Critical Thinking *Communication *Problem Solving *Peer Relationships Provide professional development, training, onsite visits, curriculum, supplemental materials and resources for staff to continue district and campus implementation of SEL and mental health supports. Supplemental items to support PBIS activities district-wide will also be purchased.  <b>Strategy's Expected Result/Impact:</b> Counselor presentation schedules and classroom visits; increased campus support from SEL staff; increased SEL and mental health supports for students and PBIS software to promote positive behavior. <b>Staff Responsible for Monitoring:</b> Director of Counseling, Campus Counselors, Administrators, Teachers  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Curriculum and Training for SEL - 282 ESSER III - \$65,000, PBIS SOFTWARE - 282 ESSER III - 282E116395 - \$22,300	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Utilize counselors, CIS and other support staff to offer services to students with needs in the following areas: *Dyslexia treatment programs *Pregnancy related services *Dropout prevention *Truancy prevention *Behavioral support programs  <b>Strategy's Expected Result/Impact:</b> Less student issues due to district-wide supports <b>Staff Responsible for Monitoring:</b> Counseling staff, Advanced Academics Coordinator, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> Salary - 211 ESEA, TI A IMP - 211.11.6100	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create programs for students to remain in school and recover students who have dropped out through the District's Countdown to Zero initiative especially for students who are in At-Risk situations. <b>Strategy's Expected Result/Impact:</b> Increased graduation rates, decreased dropout rates <b>Staff Responsible for Monitoring:</b> Campus Administration, CIS staff  <b>Funding Sources:</b> Extra Duty Pay - 211 ESEA, TI A IMP - 211.11.6100	Formative			Summative
	Sept	Nov	Feb	May
				







Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Provide counselors training on community resources available to address early mental health warning signs and suicide prevention and the referral process. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets and evidence of implementation <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of C & I for Secondary and Elementary  <b>Funding Sources:</b> Funding for professional development - 199 GENERAL FUND - \$3,000	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will have all required campus staff complete modules on the Safe Schools training platform on mental health first aid to assist students and adults. <b>Strategy's Expected Result/Impact:</b> Safe Schools Reports On-going Professional training on campus for critical issues such as suicide prevention. <b>Staff Responsible for Monitoring:</b> Director of Counseling; Campus Counselors  <b>Funding Sources:</b> Resources for Training - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Campuses will ensure measures are in place to: *prevent bullying *identify bullying either in person or *through Anonymous Alerts *ways to respond to bullying by campus administration *conduct parent informational about bullying <b>Strategy's Expected Result/Impact:</b> Parent Presentations on bullying. Sign In Sheets Follow Up Logs <b>Staff Responsible for Monitoring:</b> Campus Administration, Assistant Superintendents for Elementary and Secondary	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Provide professional development to the counseling staff so that they can support students on the campuses <b>Strategy's Expected Result/Impact:</b> Training Logs <b>Staff Responsible for Monitoring:</b> Advanced Academics Coordinator	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Each campus will implement a mental wellness intervention team who will follow up on any student who makes an outcry which is related to mental health. <b>Strategy's Expected Result/Impact:</b> Students support will be maximized, reports and campus intervention teams. <b>Staff Responsible for Monitoring:</b> Campus Administration, Advanced Academics Coordinator	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> The District has a drop out prevention specialist who works with students in jeopardy of not graduating from high school or how we are trying to recapture. <b>Strategy's Expected Result/Impact:</b> Reports, Weekly review of the Leaver Report. <b>Staff Responsible for Monitoring:</b> Drop Out Prevention Counselor, Campus Administration  <b>Title I Schoolwide Elements:</b> 2.6	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Enure that mandatory activities are completed to include the following: *Parenting Awareness Programs *Alcohol Awareness Instruction *CPR Training *Proper Interaction with a Peace Officer <b>Strategy's Expected Result/Impact:</b> Sign in Sheets, PEIMS reporting <b>Staff Responsible for Monitoring:</b> Director of Counseling, Campus Administration	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  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 3:** Clint ISD will ensure all School Health Advisory Committee requirements are met









**Evaluation Data Sources:** SHAC Meetings and minutes

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hold the required SHAC Committee meetings as per TEA guidelines to ensure student health programs are being implemented <b>Strategy's Expected Result/Impact:</b> Logs, Agenda's Minutes, Administrative Regulation review <b>Staff Responsible for Monitoring:</b> Director of Student Support, Science Coordinator	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 1:** The District will use staffing procedures that are aligned with acceptable standards in school operations.









**Evaluation Data Sources:** The District will continue to use staffing guidelines at levels based on district formulas or review staffing based on individual needs of campuses or departments when deemed necessary by the Superintendent. The District will evaluate and update guidelines as necessary.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will review staffing guidelines. The Human Resources Department will update guidelines and present to the Cabinet for approval (Priority will always be given to instructional staffing needs). <b>Strategy's Expected Result/Impact:</b> Cabinet members will evaluate presentations and will evaluate requests and make recommendations. (Annually March - April) <b>Staff Responsible for Monitoring:</b> Cabinet Members	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will review staffing requirements, needs and requests. <b>Strategy's Expected Result/Impact:</b> Presentations will be made by the Principals and Department Heads to the Cabinet. (Annually March - April) <b>Staff Responsible for Monitoring:</b> Cabinet Members	Formative			Summative
	Sept	Nov	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 2:** The District will support only those programs that are financially possible and will implement them at the most cost-effective level, always considering the impact of student improvement.











**Evaluation Data Sources:** The District level programs will be funded at the district level.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will approve, implement, and fund Instructional programs. <b>Strategy's Expected Result/Impact:</b> Formative: Benchmarks, Reading Assessments, Early Literacy Assessments Summative : STARR, STAAR ALT, TELPAS, EOC, and RDA - (September) <b>Staff Responsible for Monitoring:</b> Instructional Services Staff  <b>Funding Sources:</b> Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility. - 199 GENERAL FUND, Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility. - 211 ESEA, TI A IMP, Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility. - 224 IDEA, PART B FORMULA, Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility. - 263 ESEA, TIII LEP, Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility. - 255 ESEA, TIIA,TPTR, SCE Funds - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will review bus and transportation scheduling and routes to maximize utilization and ensure the program is operating cost effectively. <b>Strategy's Expected Result/Impact:</b> Quarterly Reports <b>Staff Responsible for Monitoring:</b> Transportation Director	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 3:** The District will actively seek and apply for additional grants to enhance and support District goals.

**Evaluation Data Sources:** District Directors, Coordinators, and employees will actively seek additional grant funding.








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Actively seek additional grant funding internally. Informational resources will be provided to those writing and requesting grants for the District. Training opportunities will be pursued. <b>Strategy's Expected Result/Impact:</b> Formative: Grants applied for Summative: Total grants earned <b>Staff Responsible for Monitoring:</b> Instructional Services Staff and or Campus Staff	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure federal grants are in compliance by attending professional development in order to meet grant requirements and compliance. District/Campus personnel will attend professional development activities to include: ACET (Fall/Spring), TASBO, Annual Statewide Parental Involvement Conference, and Regional (local) Parental Engagement Conference, Learning for Change Summit (Spring), TEHCY Required Trainings and TEHCY Statewide Summit, etc. <b>Strategy's Expected Result/Impact:</b> Formative: Approved grant activities. Summative: Annual audit <b>Staff Responsible for Monitoring:</b> Chief Financial Officer, Clint ISD Federal Programs Director , Title I Coordinator, Federal Programs Specialist, Parental Involvement Specialist  <b>Title I Schoolwide Elements:</b> 2.4, 3.1 <b>Funding Sources:</b> Virtual TEHCY Trainings/Conferences - NAEHCY - 206 TEHCY - 206.E21.6411.F3.802.1.24 - \$2,060, Employee travel with the use of local funds - State & Local - 199 GENERAL FUND - 199.E21.6239/6411.00.802.0.99, Virtual TEHCY Required Trainings and TEHCY Statewide Summit for District/Campus Personnel - 199 GENERAL FUND - 199.E21.6411.00.802.0.99 - \$1,180	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> District level positions will conduct job related mileage activities in order to request for reimbursement on a monthly basis. Mileage Reimbursement for LPAC Clerks. <b>Strategy's Expected Result/Impact:</b> Mileage Reimbursement Forms, Mileage Reports/Logs, Google Maps/ MapQuest Logs, Purchase Orders <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Curriculum and Instruction (Elementary & Secondary), Federal Programs Director, Chief Financial Officer  <b>Funding Sources:</b> - 199 GENERAL FUND - \$1,000	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



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

**Performance Objective 4:** The District will annually adopt a budget that proposes to maintain the general fund balance at an optimum level.








**Evaluation Data Sources:** The Chief Financial Officer will evaluate and review funding levels to ensure an optimum fund balance is maintained.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will adopt an annual general fund budget that maintains an optimum fund balance. <b>Strategy's Expected Result/Impact:</b> Summative: Ongoing annual review of the budget, finance audit SchoolFirst Report, and PEIMS Submissions - January-May 2020 during the budget process <b>Staff Responsible for Monitoring:</b> Chief Financial Officer  <b>Funding Sources:</b> State and local funding. - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 5:** The District will strive to receive the highest rating for the Financial Integrity Rating System of Texas (SchoolFirst).









**Evaluation Data Sources:** The Chief Financial Officer will evaluate, review and implement guidelines to meet SchoolFirst objectives and requirements.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review and ensure all SchoolFirst requirements are met at the highest level possible. <b>Strategy's Expected Result/Impact:</b> Formative: Cabinet review and reports Summative: SchoolFirst Report PEIMS Submissions/Annual Audit Report (Budget Year) <b>Staff Responsible for Monitoring:</b> Cabinet Members	Formative			Summative
	Sept	Nov	Feb	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 6:** The District will foster an educational environment that will ensure fiscal accountability for planning and construction of facilities.

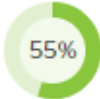
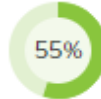




**Evaluation Data Sources:** District personnel will ensure that facilities are funded and constructed in a fiscally responsible and accountable manner.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will fund Facilities that will be designed and constructed in a timely and fiscally responsible manner as approved and funded by EDA or IFA allocations or a combination of both. <b>Strategy's Expected Result/Impact:</b> Reports as required through IFA and EDA funding. Third party or county inspectors are also used when needed or available. (Monthly). Funding contingent upon approval of State Application and allocations; Calendar provided by the Facilities Department. <b>Staff Responsible for Monitoring:</b> Juan Martinez, Sandra Odenborg, and Donna Cline	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District will work to reduce utility costs. <b>Strategy's Expected Result/Impact:</b> Monthly Bills Energy conservation campaign information Written correspondence Training Logs <b>Staff Responsible for Monitoring:</b> Facility Department Energy Manager	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 7:** The District will strive to increase compensatory education funding.









**Evaluation Data Sources:** The District will increase campus and community awareness of the importance of at-risk coding to increase state funding.








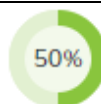


Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will improve the at-risk coding of students District-wide. <b>Strategy's Expected Result/Impact:</b> Annual PEIMS submissions (Monthly) / District website, call out system (both staff and community), newsletters, and local newspaper advertisements. <b>Staff Responsible for Monitoring:</b> PEIMS; Department Staff; District and Campus Staff	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







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

**Performance Objective 1:** The District will ensure that all students are taught by highly qualified personnel.

**Evaluation Data Sources:** The District will recruit locally and out of state for personnel which meet the new Equity Plan requirements.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attend local and statewide job fairs to recruit highly qualified staff and hard to fill positions: UTEP-College of Education, UTEP-Teacher Job Fair, NMSU-Educator Job Fair, Sul Ross State University Teacher Career Fair , Region 19-Teacher Career Fair <b>Strategy's Expected Result/Impact:</b> Vacancy Reports; Feedback from universities (October, March, May)  Attended UTEP College of Education Job Fair <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Recruitment of highly qualified personnel. - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create posters that promote Clint ISD and distribute to regional colleges and also use social media. <b>Strategy's Expected Result/Impact:</b> Monitor applications from UTEP and EPCC <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Supplies - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure that all staff meets the requirements for the Equity Plan for all personnel. <b>Strategy's Expected Result/Impact:</b> TEA Compliance Report <b>Staff Responsible for Monitoring:</b> HR Certification Specialist	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Present to UTEP Education majors during their tenure in the program of the benefits and working for Clint ISD. <b>Strategy's Expected Result/Impact:</b> Feedback from UTEP students (Once per semester) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Recruitment of highly qualified personnel. - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				




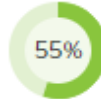




Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Attend meetings and workshops in the Region 19 area and network to share District's staffing needs. <b>Strategy's Expected Result/Impact:</b> Monitor and review volume of applicants for vacancies. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Recruitment of highly qualified personnel. - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Post positions on various social media sites, such as Facebook, Twitter, Educational websites and via Applitrack. <b>Strategy's Expected Result/Impact:</b> Monitor and review volume of applicants for vacancies. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Recruitment of highly qualified personnel. - 199 GENERAL FUND - 199.41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Contact ACP programs to recruit applicants who meet the Equity Plan requirements. <b>Strategy's Expected Result/Impact:</b> Monitor and review volume of applicants for vacancies. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Recruit and hire certified aides and substitutes. <b>Strategy's Expected Result/Impact:</b> Monitor and review volume of applicants for vacancies. (as needed) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Recruitment of highly qualified personnel. - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Provide the Clint ISD community employment opportunities. <b>Strategy's Expected Result/Impact:</b> Monitor and review volume of applicants for vacancies. (ongoing); Customer service via telephone and online assistance. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Participate in student teaching intern programs. <b>Strategy's Expected Result/Impact:</b> Number of interns hired for teacher vacancies. (August and January) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				











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









**Performance Objective 2:** The District will recruit and retain qualified personnel.

**Evaluation Data Sources:** The District will offer a competitive employees benefits package and employee recognition program.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review salaries and stipend schedules to insure the District remains competitive. <b>Strategy's Expected Result/Impact:</b> TASB Market Analysis and reclassification request reviewed annually. (July - August) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E11.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide a retention stipend to all staff following the pandemic to retain highly skilled and qualified staff. <b>Strategy's Expected Result/Impact:</b> Employee support transferring to job dedication, reports, evaluations. <b>Staff Responsible for Monitoring:</b> Human Resources Department and Business Services  <b>Funding Sources:</b> Retention Stipend - 282 ESSER III - 282.xx.6100 - \$1,586,906.14	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The District will implement the Teacher Incentive Allotment (TIA) Program for Cohort C and Cohort D as defined by the application. <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement, TIA Designated Teachers <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction, Human Resources  <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> TIA Desingnation Distinction funds - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue to provide and promote a competitive benefits program to include choices for levels of health benefits coverage. <b>Strategy's Expected Result/Impact:</b> Review employee participation rates (July - August) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits Department  <b>Funding Sources:</b> Recruit and retain qualified personnel. - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				











Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide onsite health preventative services. <b>Strategy's Expected Result/Impact:</b> Analyze participation rates. (as scheduled) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits Department	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide staff with opportunities to learn more about benefits via activities such as: Planning for Medical Leave Informational Sessions; Health Fairs; Financial Planning Seminars; Human Resources Newsletter; Wellness Program/Reimbursement; Health Savings Accounts <b>Strategy's Expected Result/Impact:</b> Employee Feedback (as scheduled) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Annually review supplemental benefit options to ensure quality service. <b>Strategy's Expected Result/Impact:</b> Online enrollment feedback; customer satisfaction; internal surveys (yearly) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits Department	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Review teacher; student ratios across all subjects and grade levels to ensure that low class sizes are the standard. <b>Strategy's Expected Result/Impact:</b> Teacher Class Load Reports (July - August) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E11.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Recognize and honor employees for the following life events: Births, Illness, Bereavement. <b>Strategy's Expected Result/Impact:</b> Feedback from employees. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				


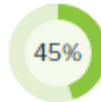




Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Honor Retirees annually at the School Board Meeting to celebrate and recognize their commitment to the Clint ISD community. <b>Strategy's Expected Result/Impact:</b> Feedback from employees. (June) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Introduce new employees via website / Social Media. <b>Strategy's Expected Result/Impact:</b> Feedback from employees. (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 3:** The District will utilize the industries best practices to retain staff by providing professional growth opportunities.

**Evaluation Data Sources:** The District will implement programs for employee professional growth and advancement recognition.


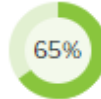







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide services and support for school administrators in all areas of employee relations and employee management. <b>Strategy's Expected Result/Impact:</b> Training evaluation forms; internal surveys to include a climate survey. <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Professional growth opportunities - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide yearly staff development training for district support staff. <b>Strategy's Expected Result/Impact:</b> Training evaluation forms (as needed) <b>Staff Responsible for Monitoring:</b> HR Department  <b>Funding Sources:</b> Professional growth opportunities - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Communicate opportunities available to staff for additional certifications and staff development via social media and email. <b>Strategy's Expected Result/Impact:</b> Human Resources newsletter; Registration numbers for trainings; Region 19 surveys (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide opportunities for employee advancement by supporting the following initiatives: Aspiring Administrators  <b>Strategy's Expected Result/Impact:</b> Feedback from employees; Presentation evaluations; Employee request for topics (as requested) <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction  <b>Funding Sources:</b> Professional growth opportunities - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				


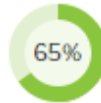




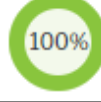
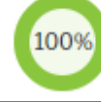




Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The Special Education Department will provide SPED staff with professional development opportunities to comply with licensure requirements and to improve the provision of services. <b>Strategy's Expected Result/Impact:</b> Improved evaluation and provision of services practices <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Professional Development - 199 GENERAL FUND	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 4:** The District will ensure a safe working environment to retain and attract personnel.

**Evaluation Data Sources:** The District will implement a comprehensive safety program to assure the safety and welfare of all employees, enhancing the retention of personnel.

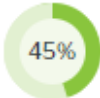
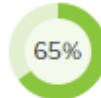
Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct annual safety training for all District employees to include mandatory employee training requirements. <b>Strategy's Expected Result/Impact:</b> Review worker's compensation claims on a quarterly basis in comparison to prior years. (August-December) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits & Risk Management Coordinator  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Follow-up on injury investigations and re-train employees prior to reporting back to work. <b>Strategy's Expected Result/Impact:</b> Review worker's compensation claims on a quarterly basis in comparison to prior years. (as requested) <b>Staff Responsible for Monitoring:</b> HR Department; Benefits & Risk Management Coordinator  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Conduct annual safety facility inspections, which will be conducted at all District facilities and grounds in accordance with the International Fire Code and OSHA recommended standards. <b>Strategy's Expected Result/Impact:</b> Review property and liability claims on an annual basis. (July-August) <b>Staff Responsible for Monitoring:</b> HR Department; Safety Specialist	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide training on the District's emergency response plan and emergency preparedness procedures. <b>Strategy's Expected Result/Impact:</b> Conduct drills and exercises; Campus/Department logs (ongoing) <b>Staff Responsible for Monitoring:</b> HR Department; Safety Specialist  <b>Funding Sources:</b> General Fund - 199 GENERAL FUND - 199.E41.XXXX	Formative			Summative
	Sept	Nov	Feb	May
				






Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Meet drill and exercise requirements as per the Texas School Safety Center. Campuses are required to complete 2 lock down drills and one shelter in place and/or reverse evacuation drill per school year as well as one fire drill per month. <b>Strategy's Expected Result/Impact:</b> Drill & Exercise evaluation form; debriefing and after action report. (as scheduled) <b>Staff Responsible for Monitoring:</b> HR Department; Safety Specialist	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Complete the Texas School Safety Center Audit every three years. <b>Strategy's Expected Result/Impact:</b> Texas School Safety Center Audit Report (Triennial) <b>Staff Responsible for Monitoring:</b> HR Department; Safety Specialist	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Conform to the Texas School Safety Center requirements in order to obtain certification as per the Texas Education Code. <b>Strategy's Expected Result/Impact:</b> Certification (as scheduled) <b>Staff Responsible for Monitoring:</b> HR Department; Safety Specialist	Formative			Summative
	Sept	Nov	Feb	May
				
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**Goal 5:** The District will include parents, community and business members in the education of all students.




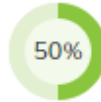

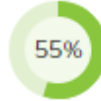
**Performance Objective 1:** The District will maintain programs to expand and strengthen relationships with parents, businesses, higher education and the community so that all are involved in the education of the students in Clint ISD.













**Evaluation Data Sources:** The District will provide parents with opportunities and incentives to become involved in their child's education through parent communications and recognitions; will provide parents with access to educational resources; will empower parents to be role model partners in their child's education through adult literacy and other learning opportunities; will monitor parental involvement and maintain communication with parents in the District; and will partner with local businesses, community agencies and community members to involve them in enhancing the education process.











Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District and Campuses in collaboration with parents and stakeholders will refine and improve the District and Campus Parent & Family Engagement Policy and school-parent compact annually to help parents and other family members understand the importance of parental involvement in our schools. The plans will be made available to parents at the campuses and on the District website.  <b>Strategy's Expected Result/Impact:</b> Submission of plan(s) to the Federal Programs Department Growing participation in district and campus programs as observed through: Agendas Sign In Sheet Meeting Minutes <b>Staff Responsible for Monitoring:</b> Federal Programs Director  Campus Principals  Parent & Family Engagement Campus Representatives/Specialist  <b>Title I Schoolwide Elements:</b> 3.1, 3.2	Formative			Summative
	Sept	Nov	Feb	May
				






Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The District will provide parents the opportunity to build their capacity to support students at home by offering training opportunities to engage parent participation and improve district-home relations. Training will include attending conferences, campus and district meetings, and workshops.</p> <p>attend the Annual Regional Parental Engagement Conference and other training opportunities to engage parent participation and improve district-home relations. Parent and Family Engagement P2 budgets has been allocated to SW campuses for program activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Campuses will document all activities for participation  Flyers  Sign-In Sheets  Contact Logs  Agendas</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals  Parent &amp; Family Engagement Campus Representatives</p> <p>Federal Programs Director  Parental Involvement Specialist</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2</p> <p><b>Funding Sources:</b> Registration Costs - 211 ESEA, TI A IMP, Registration Costs - 199 GENERAL FUND</p>	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Campuses will host a variety of activities to support district and campus-wide academic initiatives. Funding is allocated to each campus to develop a strong parent and family engagement program. Activities will be provided in a manner that all parents, guardians and families can have translations, resources and at times that meet the needs of the parents.</p> <p><b>Strategy's Expected Result/Impact:</b> Flyers  Agendas  Sign-In Sheets  Contact Logs  Presentation information</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals  Parent &amp; Family Engagement Campus Representatives</p> <p>Federal Programs Director  Parental Involvement Specialist  Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2</p> <p><b>Funding Sources:</b> Resources for Trainings - 211 ESEA, TI A IMP</p>	Formative			Summative
	Sept	Nov	Feb	May
				









Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The District will provide parent and family engagement opportunities as part of the District's PFE policy. These opportunities will include: meetings, and workshops to include the following activities according to campus feeder pattern or community needs; technology initiatives; family counseling, child/parent communication, financial aid, scholarships, literacy development, instructional strategies to support instruction, Dual Language supports, SPED parent training, credit and graduation requirements. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets, Agendas, End of Year Surveys <b>Staff Responsible for Monitoring:</b> Campus Administrators  Federal Programs Director  <b>Title I Schoolwide Elements:</b> 3.2	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The District will monitor Parental Involvement programs/activities. <b>Strategy's Expected Result/Impact:</b> Campuses will collect and submit records and documentation of the ongoing parental involvement activities during the school year. The information will be kept in the Title I Crate. (Submission will be ongoing throughout the school year.) <b>Staff Responsible for Monitoring:</b> Campus Principals Parent & Family Engagement Campus Representatives  Federal Programs Director Parent Involvement Specialist  <b>Title I Schoolwide Elements:</b> 3.2	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The District will publicize Campus Events, for parents, in district publications to include the District's website and social media. <b>Strategy's Expected Result/Impact:</b> Documentation in calendars and publications. (Monthly) Website <b>Staff Responsible for Monitoring:</b> Federal Programs Director Curriculum and Instruction Technology Services  <b>Title I Schoolwide Elements:</b> 3.2	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The District will provide parents with Skyward Family Access, a parent information portal of student information as part of the registration packet. <b>Strategy's Expected Result/Impact:</b> Parent sign-up and log-ins; Reports (August - June) <b>Staff Responsible for Monitoring:</b> Technology Services Department	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> The District will utilize the parent call out system to keep parents informed of District events. <b>Strategy's Expected Result/Impact:</b> Blackboard reports (July - June) <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The District will publish district programs/initiatives products and other publications to inform parents and the community. <b>Strategy's Expected Result/Impact:</b> Distribution to parents and community via mail, web and other media <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> The District will hold Parent and Student Advisory Council meetings to provide input to the Superintendent. <b>Strategy's Expected Result/Impact:</b> Parent Sign-In Sheets and Agendas (quarterly meetings) <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> The District will maintain an active volunteer program at each campus and department and will honor the volunteer hours at the end of the year. <b>Strategy's Expected Result/Impact:</b> Sign-in sheets and logs; Volunteer applications (August - June) <b>Staff Responsible for Monitoring:</b> Personnel Services Department; Campus Principals	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 12 Details	Reviews			
<b>Strategy 12:</b> The District will invite businesses and agencies to participate in the Partners in Education Program and will recognize their support throughout the year. <b>Strategy's Expected Result/Impact:</b> Sign-In Sheets and logs (as scheduled) Publications End of the Year Reception <b>Staff Responsible for Monitoring:</b> Curriculum and Instruction	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> The District will provide interpreters when necessary for parents during ARD meetings. <b>Strategy's Expected Result/Impact:</b> Parent full participation documented on ARD paperwork <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Contracted Services/Equipment - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> The Special Education Department will provide parents the opportunity to attend relevant staff development to engage parents and improve district-home relations (Autism Conference, Mental Health Conference, etc.) <b>Strategy's Expected Result/Impact:</b> Parent Attendance and implementation of strategies at home <b>Staff Responsible for Monitoring:</b> SPED Director, Assistant SPED Director  <b>Funding Sources:</b> Registration Fees - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> The Special Education Department will provide required public notices through the Clint Courier. <b>Strategy's Expected Result/Impact:</b> Parents will be well-informed and make necessary decisions regarding their child's information and services. <b>Staff Responsible for Monitoring:</b> SPED Director  <b>Funding Sources:</b> Contracted Services - 199 GENERAL FUND	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 16 Details	Reviews			
<b>Strategy 16:</b> The district in collaboration with campuses will provide field trip opportunities for parents and students to attend the UTEP - Mother/Daughter and/or Father/Son events; educational opportunities/tours will be provided. Transportation costs will be funded to support supplemental activities. <b>Strategy's Expected Result/Impact:</b> Student Development/Trip Requisition Form(s) Agenda/Timeline of Events Student Lists/Sign in Sheets Purchase Orders/Requisitions <b>Staff Responsible for Monitoring:</b> Elementary Curriculum & Instruction Secondary Curriculum & Instruction Federal Programs Director Campus Principals  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 <b>Funding Sources:</b> UTEP Educational Activity for CJHS - 211 ESEA, TI A IMP - 211.E11.6494.57.041.0.30, UTEP Educational Activity for EMMS - 211 ESEA, TI A IMP - 211.E11.6494.57.042.0.30, UTEP Educational Activity for HMS - 211 ESEA, TI A IMP - 211.E11.6494.57.044.0.30, UTEP Educational Activity for REMS - 211 ESEA, TI A IMP - 211.E11.6494.57.045.0.30, UTEP Educational Activity for WDS - 211 ESEA, TI A IMP - 211.E11.6494.57.101.0.30, UTEP Educational Activity for RSE - 211 ESEA, TI A IMP - 211.E11.6494.57.102.0.30, UTEP Educational Activity for DHE - 211 ESEA, TI A IMP - 211.E11.6494.57.103.0.30, UTEP Educational Activity for MVE - 211 ESEA, TI A IMP - 211.E11.6494.57.104.0.30, UTEP Educational Activity for FME - 211 ESEA, TI A IMP - 211.E11.6494.57.105.0.30, UTEP Educational Activity for CTW - 211 ESEA, TI A IMP - 211.E11.6494.57.106.0.30	Formative			Summative
	Sept	Nov	Feb	May
				
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> The district will hold an annual and ongoing consultation meeting(s) with eligible Private Non Profit Schools regarding participation in Title I programs and services. <b>Strategy's Expected Result/Impact:</b> Email Communication Sign In Sheets of meetings Phone and Contact Logs <b>Staff Responsible for Monitoring:</b> Federal Programs Director Federal Programs Specialist  <b>Title I Schoolwide Elements:</b> 2.4	Formative			Summative
	Sept	Nov	Feb	May
				

Strategy 18 Details		Reviews			
<b>Strategy 18:</b> The District will hire personnel to facilitate the 21st Century after-school programming via the Afterschool centers for Education (ACE) and supporting the Nita Lowey 21st Century Community Learning Centers grant. The programming will involve community partners to build community engagement. <b>Strategy's Expected Result/Impact:</b> Personnel will support all middle school campuses and operate specific hours weekly. <b>Staff Responsible for Monitoring:</b> 21st Century Grant Coordinator  <b>Funding Sources:</b> Program Resources - 265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR		Formative			Summative
		Sept	Nov	Feb	May
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

# State Compensatory

## Budget for District Improvement Plan

**Total SCE Funds:**

**Total FTEs Funded by SCE: 4**

**Brief Description of SCE Services and/or Programs**

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## Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Lori Alvarado	Dyslexia Support Teacher	0.5
Lori Alvarado	GT Support Teacher	0.5
Maria Hernandez	GT Support Teacher	0.5
Maria Hernandez	Dyslexia Support Teacher	0.5
Stephanie Paoli	Dyslexia Support Teacher	0.5
Stephanie Paoli	GT Support Teacher	0.5
Veronica Booth	CTE Coordinator	1

# **Title I Schoolwide Elements**

## **ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

### **1.1: Comprehensive Needs Assessment**

Clint ISD will ensure all students in the campuses demonstrate proficient and advanced levels of academic achievement on state standards. The development of the comprehensive improvement plan for each schoolwide campus program, the entire community, composed of students, parents, and staff will ensure the programs developed are based on the campus needs in an effort to promote an overall capacity of campus and district successes. Based on the economically disadvantaged criteria, all campuses including the Clint Early College Academy will function as a schoolwide Title I program. In order to develop this plan, the District conducted a comprehensive needs assessment to ensure that our plan is aligned with the new ESSA requirements and the new Texas Accountability System.

The following data was reviewed:

- Data from the T-TESS evaluation system
- STAAR Participation Scores
- EOC Scores from June 2021
- STAAR Student Scores
- District Benchmark and Interim Assessments
- Special Population Scores

## **ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

The District's Site Based Decision Making Committee will review the plan in June/July 2021 and make recommendations included in the final published document. The committee this past Spring, created the plan by reviewing strategies, data and updating each portion by goals.

Work group documentation was kept for each goal, this year due to COVID 19 the District Site Based Committee met virtually to review the DIP, approve waivers, and provide feedback. District Departments also helped to create the DIP by reviewing their goals and updating the strategies. The Assistant Superintendent of Secondary Curriculum and the Assistant Superintendent of Elementary Curriculum and Instruction created the HB 3 Goals at a Board workshop in February 2020 and revisited in August 2021. The DIP will be posted online for the community.

### **2.2: Regular monitoring and revision**

The DIP is a working document that changes as the District's needs change. The Cabinet will update sections as the need for purchases or new initiatives/strategies arises. Furthermore, the District Cabinet will monitor the plan during the review months - September, November, January, and May. Each goal will be updated and notes on the progress of the DIP will be included. During the review months, any revisions will be done by each department and reviewed with the Cabinet.

### **2.3: Available to parents and community in an understandable format and language**

The District Improvement Plan will be accessible on the website and shared with the District Site Based Committee. The District will ensure that the DIP and all CIP's are translated into Spanish and posted on the District's and Campus websites.

### **2.4: Opportunities for all children to meet State standards**

The district will provide reform strategies as interventions for all Title I schoolwide campuses to ensure the needs of all children, but particularly the needs of children of target populations of any program use effective methods and instructional strategies based on scientifically based research to ensure the state academic achievement standards are met. The lower grades will implement an initiative to ensure that all students are reading on grade level by the end of the Third grade. The "Ready by Third" program will ensure success district-wide for our At-Risk population. Furthermore, the District implemented the Countdown to Zero program to ensure students are receiving all of their credits and support when they need to recover lost credits which ensures they are on target for graduation. Again during 2021-2022, the District will operate on a balanced calendar with student support intersessions in October and March. Throughout the year, the campuses will have additional support as well for students through an intervention program named I-SUPPORT. These intersessions will focus on students who are at risk or not on grade level, behind in the credits, or need support to be successful on the state assessments. Also, Title I funds are allocated to support the AVID program, instructional software and afterschool tutoring programs. ESSER funding will be provided to campuses to support interventions, SEL programs, fund staff and provide additional instructional resources.

### **2.5: Increased learning time and well-rounded education**

Clint ISD will provide any student who did not pass STAAR grades 3-8 or EOC assessments, accelerated instruction must be delivered in the 2021-2022 school year (starting in fall 2021) or subsequent summer 2022. Accelerated instruction entails either 1) assigning a classroom teacher who is a certified master, exemplary, or recognized teacher, or 2) delivering supplemental instruction (i.e., tutoring) before or after school, or embedded in the school day and meeting HB 4545 requirements. Clint ISD has titled the program I-SUPPORT for the 2021-2022 school year.

Each campus must establish an ALC for students who did not pass the STAAR in grades 3<sup>rd</sup>, 5<sup>th</sup>, or 8<sup>th</sup> math or reading beginning to the start of the school year. The ALC's must be conducted immediately so that the intervention plans must be developed and put into place starting on August 2, 2021. Remember an ALC must also be conducted for a student who did not take the STAAR test; TEA records any student who did



not take the exam as a student who did not meet Approaches or higher. Only students in these grade levels must have a formal ALC, but the other grade levels must have a plan and process to monitor student achievement during the implementation of the plan.

Elementary and Middle school students who did not pass or take the STAAR exam must also have targeted interventions for all STAAR exams that they did not score at least Approached Grade Level or higher on the Spring 2021 STAAR administrations. High school students who did not take the EOC exams or did not score Approaches Grade Level on the Spring 2021 STAAR exams will also be part of the targeted group. Middle School Algebra I students who did not score Approaches Grade Level will be included in this program as well. High School students who took the STAAR EOC in June 2021 and scored Approached Grade Level or higher will no longer be included in the targeted group for any EOC exams that they passed. Any EOC exam that a student did not have at least Approaches Grade Level will be required to completed accelerated instruction.

All students will have a scheduled time for accelerated instruction. During the 2021-2022 school year, students will be provided targeted intervention before, after and during school. These intervention times must be documented and provided at least 30 minutes a week, per subject. Each campus will work with their respective Assistant Superintendent to develop an approved plan that is uniform and consistent. We will need to provide information on the I-SUPPORT plan to TEA as needed so all program requirements will be adhered.

All student plans must have data to drive their development. Campuses should use STAAR data, MAP data, screener data, and at the high school level course completion data. Accelerated instruction should meet the following requirements:

- Delivers targeted Texas Essential Knowledge and Skills (TEKS)-aligned instruction for the applicable grade level and subject areas
- Is provided for no less than 30 hours total (The recommendation is for 30 hours each semester)
- If a student does not pass the mathematics and reading STAAR, 30 hours of accelerated instruction must be provided for each subject area.
- Is designed to assist the student in achieving satisfactory performance in the applicable grade level and subject area
- Utilizes effective instructional materials designed for supplemental instruction.
- Is delivered in a 1-on-1 or small group environment, with no more than 3 students in a small group (or in a larger ratio with permission from all parents or guardians connected to students in the group)
- Is provided by an individual with training in aligned instructional materials and under the LEA's oversight

To the extent possible, is provided by one person for the entirety of the student's supplemental instruction period.

## **2.6: Address needs of all students, particularly at-risk**

All student groups will have campus supports where the master schedule will be leveraged to schedule students in classes that can identify gaps and ensure acceleration of instruction. Student plans will be developed to address any learning gaps.

All student plans must have data to drive their development. Campuses should use STAAR data, MAP data, screener data, and at the high school level course completion data. Accelerated instruction should meet the following requirements:

- Delivers targeted Texas Essential Knowledge and Skills (TEKS)-aligned instruction for the applicable grade level and subject areas
- Is provided for no less than 30 hours total (The recommendation is for 30 hours each semester)
- If a student does not pass the mathematics and reading STAAR, 30 hours of accelerated instruction must be provided for each subject area.
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- Is provided by an individual with training in aligned instructional materials and under the LEA's oversight

To the extent possible, is provided by one person for the entirety of the student's supplemental instruction period.

### **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

#### **3.1: Develop and distribute Parent and Family Engagement Policy**

The district will use scientifically based research strategies to promote and increase the parent & family engagement efforts in all Title I schoolwide campuses. The Communities in Schools program has been implemented to enhance parental & family engagement activities. Also, the campuses have involved parents through Parent & Family Engagement activities, technology integration, and district programs. The District has also updated its software applications and programs to provide parents with more information about the district's activities and programs.

#### **3.2: Offer flexible number of parent involvement meetings**

Our Communities in School Coordinators (CIS), Campus administration and Parent & Family Engagement programs have events scheduled at all campuses throughout 2021-2022 school year. Also, campus administration conducts all required parental involvement meetings and publicizes those through the web, twitter and through the District's call out system. Each campus will also have additional SEL support by having an SEL Lead Teacher who will assist with coordinating parental involvement activities to support social and emotional learning as students transition back to the campus after the pandemic.

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ayoub, Melinda	Curriculum & Instruction Secondary	Title II, Part A	1.0
Castanos, Christina	Coordinator Science Elementary	Title I	1.0
Castillo, Ruben	Coordinator Math Elementary	Title I	1.0
Ferreira, Raquel Gaytan	Mentor Coordinator	Title II, Part A	1.0
Frazier, Lillian Nicole	Coordinator Language Arts/Reading	Title I	1.0
Gasca, David	Curriculum & Instruction	Title I	1.0
Gomez-Soriano, Sylvia V.	Instructional Officer	Title I	1.0
Montero, Elba	Clerk Federal Programs	Title I	1.0
Swanson, William A.	Coordinator Science Secondary	Title I	1.0
Tellez, Nadia L.	Mentor Coordinator	Title II, Part A	1.0
Venzor, Angelica	Specialist Parental Involvement	Title I	1.0
Villanueva, Arturo	Coordinator District School Improvement	Title I	1.0

# District Improvement Committee

Committee Role	Name	Position
Chairperson	James Littlejohn	Assistant Superintendent
Cabinet Representative	Jessie Cline	Executive Director of Business Services
Cabinet Representative	Jennifer Parker	Assistant Superintendent
Cabinet Representative	Mark Ayala	Assistant Superintendent
Cabinet Representative	Rene Chavez	Chief Human Resource Officer
Classroom Teacher	Nancy Brown	CHS Teacher
Classroom Teacher	Jeremiah Nelson	HMS Teacher
Classroom Teacher	Paolo Melendez	HHS Teacher
Classroom Teacher	Maneul Carrasco	RSE Teacher
Classroom Teacher	Barbara Contreras	MVE Teacher
Non-classroom Professional	Henry Meili	SPED Representative
Classroom Teacher	Edna De La Fuente	MVHS Teacher
Superintendent	Juan Martinez	Superintendent
Classroom Teacher	Alexandra Falcon	CECA Teacher
Non-classroom Professional	Victor Gonzalez	State Comp. Education Representative
Non-Teaching Professional	Robert Flores	Clint Area Administrator
Classroom Teacher	Patricia Hernandez	REMS Teacher
Classroom Teacher	Federico Jimenez	WDS Teacher
District-level Professional	Nadia Tellez	Central Office Administrator
Classroom Teacher	Jesse Doninguez	CTW Teacher
Parent	Andrea Villa Gomez	Horizon Area Parent
Non-classroom Professional	Stephanie Paoli	GT Program Representative
Classroom Teacher	Tristan Highfill	CTE Program Representative
Non-Teaching Professional	Geoffrey Kimble	Montana Area Administration
Classroom Teacher	Anna Peden	DHE Teacher
Parent	Rod Chavez	Clint Area Parent
Classroom Teacher	Sofia Reyes	FME Teacher
Classroom Teacher	Robert Rodriguez	EMMS Teacher

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Classroom Teacher	Yolanda Barrios	CJHS Teacher
Classroom Teacher	Lorena Sublasky	Bilingual Program Representative
Cabinet Representative	Maneul Verduzco	Chief Technology Officer
Business Representative	Oscar Pina	Montana Area Business Representative
Parent	Higareda Zoila	Montana Area Parent Representative
Business Representative	Myrna Zapata	Clint Area Business Representative

# District Funding Summary

199 GENERAL FUND					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	1	Contracted Services for SAT		\$100,000.00
1	5	2	Tuition Costs	199.11.6221.0.30	\$150,000.00
1	5	3	Tuition	199.11.6223	\$100,000.00
1	5	3	TEXT BOOKS- DUAL CREDIT	199E116321	\$140,000.00
1	5	8	Tuition for AP Institutes	199.13.6221	\$20,000.00
1	5	11	Extra Duty Pay	199.11.6100	\$0.00
1	5	12	CTE Resources	199.11.6399	\$0.00
1	5	13	Instructional Resources	199.11.6495	\$0.00
1	5	15	Software	199 PIC 22	\$17,000.00
1	5	17	Instructional Resources and Equipment		\$0.00
1	5	18	Instructional Resources		\$0.00
1	6	1	ELL Resources	199.11.6399	\$60,000.00
1	6	2	Instructional Resources	199.11.6399	\$0.00
1	6	3	Robotics Supplies & Materials (STEM)	199.11.6399	\$0.00
1	6	4	SOFTWARE -	199	\$9,350.00
1	6	4	Instructional Resources and Software		\$157,449.00
1	6	5	TECHNOLOGY EQUIP-LAPTOPS		\$2,300.00
1	6	5	Technology Resources/Software		\$100,000.00
1	6	6	Technology Resources		\$0.00
1	6	6	Technology Resources: provide hotspots for students (E11)		\$30,000.00
1	6	7	Instructional Resources		\$40,000.00
1	6	10	Equipment		\$0.00
1	6	13	Staff Salaries		\$0.00
1	6	14	Supplemental supplies associated with Pregnancy Related Services (PRS)	199 E 11 6399 F5 802 0 24	\$1,000.00
1	6	14	Furniture Costs associated with Pregnancy Related Services (PRS)	199 E 11 6412 F5 802 0 24	\$150.00
1	6	15	Tuition for Students		\$0.00
1	6	27	Extra Duty Pay and Resources		\$0.00

199 GENERAL FUND					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	28			\$0.00
1	7	1	Professional Development		\$2,000.00
1	7	2			\$1,425.00
1	7	3	Materials and Supplies		\$0.00
1	7	5	Travel for Conferences	19.13.6411.24/37	\$3,500.00
1	7	6	Travel for Professional Development	199.13.24	\$3,500.00
1	7	7	Travel for Professional Development		\$0.00
1	7	8	Professional Development, Resources and Extra Duty		\$32,500.00
1	7	9	Travel for Conferences/Professional Development		\$0.00
1	8	1	Instructional Resources		\$0.00
1	8	3	Instructional Resources		\$500.00
1	8	5	Extra Duty Pay/General Supplies		\$0.00
1	8	6	Instructional Resources for ELL		\$1,000.00
1	8	7	General Supplies		\$0.00
1	8	8	LPAC Materials		\$0.00
1	8	18	Instructional Resources for staff		\$0.00
1	8	19	Contracted Services		\$0.00
1	8	20	Event equipment, event supplies/materials, travel and subsistence		\$0.00
1	8	21	Resources for staff		\$0.00
1	8	22	Resources for staff		\$0.00
1	8	23	Contracted Services		\$0.00
1	9	1	ECF CHROMEBOOK LAPTOPS	199 E 11 6382 00 851 0 30 ECF	\$829,931.07
1	9	1	T-Mobile Services	199 E 11 6299 99 851 0 30 000	\$56,000.00
1	9	1	Technology BusWifi Equip	199.E11.6399.00.851030.ECF	\$18,900.00
1	9	1	Technology Installation/Playlu	189.E11.6299.00.851.0.30.F22	\$28,000.00
1	9	1	Technology Resources/Playlu Audio/Visual Equipment	189.E11.6390.00.851.0.30.F22	\$131,000.00
1	9	1	Hotspots and Broadband Service for Students	189.E11.6299.00.851.0.30.F22F	\$568,358.00
1	9	1	Technology Equipment, Software		\$700,000.00
1	9	4	Coordinator Training		\$1,000.00
1	9	5	Travel for Professional Development	199.21.6411.00.803.0.99	\$0.00

199 GENERAL FUND					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	9	6	Technology NearPod Software	199.11.6247.NP.xxx.0.30	\$65,000.00
1	9	6	Technology Screencastify Software	199.11.6247.SC.xxx.0.30	\$13,200.00
1	9	6	Technology Playlu Installation	189.11.6299.00.851.0.30.F22	\$28,000.00
1	9	6	Technology Pear Deck Software	199.11.6247.PR.XXX.0.30.	\$26,000.00
1	9	6	Technology Classkick Software	199.11.6247.CK.xxx.0.30	\$28,000.00
1	9	6	Technology Software, Classroom Furniture		\$702,000.00
1	9	6	Technology Playlu Audio/Visual Equipment	189.11.6390.00.851.0.30.F22	\$131,000.00
1	10	4	Travel for Professional Development	199.21.6411.00.803.0.99	\$0.00
1	10	6	Student Assistive Technology		\$0.00
1	10	7	Salaries for Technology Coaches (Elementary)	PIC 30	\$420,000.00
2	1	3	General Fund	Fund 199	\$0.00
2	1	4	General Fund	Fund 199	\$0.00
2	1	6			\$45,000.00
2	1	7	General Fund	Fund 199	\$0.00
2	1	8	General Fund	Fund 199	\$0.00
2	1	10	General Fund	Fund 199	\$0.00
2	1	11	General Fund	Fund 199	\$0.00
2	1	12	General Fund	Fund 199	\$0.00
2	1	13	General Fund	Fund 199	\$0.00
2	1	14	General Fund	Fund 199	\$0.00
2	1	15	General Fund	Fund 199	\$0.00
2	1	19	School Resource Office Program	199 PIC XX	\$30,000.00
2	2	7	Funding for professional development		\$3,000.00
2	2	8	Resources for Training		\$0.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
3	2	1	SCE Funds		\$0.00
3	3	2	Employee travel with the use of local funds - State & Local	199.E21.6239/6411.00.802.0.99	\$0.00
3	3	2	Virtual TEHCY Required Trainings and TEHCY Statewide Summit for District/Campus Personnel	199.E21.6411.00.802.0.99	\$1,180.00



199 GENERAL FUND					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	3			\$1,000.00
3	4	1	State and local funding.		\$0.00
4	1	1	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	2	General Supplies		\$0.00
4	1	4	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	5	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	6	Recruitment of highly qualified personnel.	199.41.XXXX	\$0.00
4	1	8	Recruitment of highly qualified personnel.	199.E41.XXXX	\$0.00
4	1	10	General Fund	199.E41.XXXX	\$0.00
4	2	1	General Fund	199.E11.XXXX	\$0.00
4	2	3	TIA Desingnation Distinction funds		\$0.00
4	2	4	Recruit and retain qualified personnel.	199.E41.XXXX	\$0.00
4	2	6	General Fund	199.E41.XXXX	\$0.00
4	2	8	General Fund	199.E11.XXXX	\$0.00
4	2	9	General Fund	199.E41.XXXX	\$0.00
4	2	10	General Fund	199.E41.XXXX	\$0.00
4	2	11	General Fund	199.E41.XXXX	\$0.00
4	3	1	Professional growth opportunities	199.E41.XXXX	\$0.00
4	3	2	Professional growth opportunities	199.E41.XXXX	\$0.00
4	3	4	Professional growth opportunities	199.E41.XXXX	\$0.00
4	3	5	Professional Development		\$0.00
4	4	1	General Fund	199.E41.XXXX	\$0.00
4	4	2	General Fund	199.E41.XXXX	\$0.00
4	4	4	General Fund	199.E41.XXXX	\$0.00
5	1	2	Registration Costs		\$0.00
5	1	13	Contracted Services/Equipment		\$0.00
5	1	14	Registration Fees		\$0.00
5	1	15	Contracted Services		\$0.00
Sub-Total					\$4,798,243.07

201 Title I SIP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	9	1	Technology Equipment, Software		\$0.00
Sub-Total					\$0.00
206 TEHCY					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	11	2	Grant to support Homeless Students		\$37,620.00
3	3	2	Virtual TEHCY Trainings/Conferences - NAEHCY	206.E21.6411.F3.802.1.24	\$2,060.00
Sub-Total					\$39,680.00
211 ESEA, TI A IMP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	3	Professional Development/ Conferences	211.13.6411	\$0.00
1	5	11	Credit Recovery Software	211.11.6247	\$300,000.00
1	5	11	Extra Duty Pay	211.11.6100	\$0.00
1	5	16	AVID MEMBERSHIP	211 E 11 6495 Q6 XXX 2 30 000	\$66,762.00
1	5	16	AVID Program for Secondary Schools - AVID Tutor Salaries w/ Fringe Benefits	211.E11.6125.Q6.XXX.0.30	\$40,000.00
1	6	2	Instructional Resources	211.13.6399	\$0.00
1	6	3	Robotics Supplies & Materials (STEM)	211.11.6399	\$0.00
1	6	4	Instructional Resources and Software		\$86,929.00
1	6	4	SOFTWARE		\$23,958.00
1	6	5	TEKS RESOURCE SYSTEM	211E116247t6XXX230000	\$81,777.00
1	6	5	Technology Resources		\$50,000.00
1	6	6	Technology Resources		\$0.00
1	6	7	Summer School Extra Duty Pay and Resources		\$0.00
1	6	7	Intersession Extra Duty Pay and Resources		\$0.00
1	6	8	Extra-duty pay for summer school during the summer months.	211.E11.6117.00.699.0.24	\$0.00
1	6	8	Supplemental supplies for summer school programs.	211.E11.6399.00.699.0.24	\$0.00
1	6	9	Vision services for children in schoolwide campuses.		\$2,500.00
1	6	16	AVID	211.11.6495	\$66,762.00
1	6	16	Professional Development as needed	211.11.6247	\$0.00
1	6	20	Online Evaluation Software		\$85,000.00

211 ESEA, TI A IMP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	21	Contracted Services		\$46,000.00
1	6	22	Contracted Services		\$46,000.00
1	6	27	Extra Duty Pay for Tutoring (October & March)	211 E 11 6117 00 802 0 24	\$0.00
1	7	1	Professional Development		\$0.00
1	7	3	Extra Duty Pay/Resources		\$0.00
1	7	4	Instructional Resources		\$25,000.00
1	7	6	Travel for Professional Development		\$0.00
1	7	7	Travel for Professional Development		\$0.00
1	7	8	Professional Development and Resources		\$1,600.00
1	7	9	Travel for Conferences/Professional Development		\$0.00
1	7	11	Technology Resources		\$0.00
1	8	1	Instructional Resources		\$0.00
1	8	5	Extra Duty Pay/ Resources		\$0.00
1	8	6	Instrtuctional Resources for ELL		\$0.00
1	8	7	Instructional Resources		\$0.00
1	8	16	Instructional Resources	211.11.6399.00.xxx.5.24	\$0.00
1	9	1	Technology Equipment, Software		\$115,000.00
1	9	2	Technology Extra Duty Pay	211.13.6117.00.803.5.30	\$0.00
1	9	2	Region 19 Sessions	211.21.6239.00.803.5.30	\$0.00
1	9	2	Computer Software and Resources	211.11.6395.Q4.XXX.7.30.000	\$0.00
1	9	4	Travel for Conferences/Professional Development		\$0.00
1	9	6	Technology Equipment	211.11.6390.00.XXX.9.30	\$0.00
1	10	2	Extra Duty Pay, Contracted Services	211.13.6117.00.803.5.30	\$0.00
1	10	2	Region 19 Sessions	211.21.6239.00.803.5.30	\$0.00
1	10	3	Travel resources		\$0.00
1	11	1	Instructional monitoring by Homeless Liaison - Salary for Parent Involvement Specialist	211.E61.6119-6146.00.802.2.24	\$0.00
1	11	2	Emergency Clothing/Uniforms	211.E11.6392.F3.802.2.24	\$500.00
1	13	1	Professional Contracted Services by Campuses (\$26,000 per Coordinator)	211.E31.6299.CI.001-106.1.30	\$338,000.00
1	14	1		214 - Title I, ESF Support	\$848,935.00

211 ESEA, TI A IMP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	5	Salary	211.11.6100	\$0.00
2	2	6	Extra Duty Pay	211.11.6100	\$0.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
5	1	2	Registration Costs		\$0.00
5	1	3	Resources for Trainings		\$0.00
5	1	16	UTEP Educational Activity for CJHS	211.E11.6494.57.041.0.30	\$0.00
5	1	16	UTEP Educational Activity for EMMS	211.E11.6494.57.042.0.30	\$0.00
5	1	16	UTEP Educational Activity for HMS	211.E11.6494.57.044.0.30	\$0.00
5	1	16	UTEP Educational Activity for REMS	211.E11.6494.57.045.0.30	\$0.00
5	1	16	UTEP Educational Activity for WDS	211.E11.6494.57.101.0.30	\$0.00
5	1	16	UTEP Educational Activity for RSE	211.E11.6494.57.102.0.30	\$0.00
5	1	16	UTEP Educational Activity for DHE	211.E11.6494.57.103.0.30	\$0.00
5	1	16	UTEP Educational Activity for MVE	211.E11.6494.57.104.0.30	\$0.00
5	1	16	UTEP Educational Activity for FME	211.E11.6494.57.105.0.30	\$0.00
5	1	16	UTEP Educational Activity for CTW	211.E11.6494.57.106.0.30	\$0.00
Sub-Total					\$2,224,723.00
212 ESEA, TIP-C EDMI					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	12	1	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$0.00
1	12	2	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$0.00
1	12	3	Shared Services Arrangement with Region XIX Migrant Education Program	Fund 212	\$0.00
1	12	4	Fund 212	Fund 212	\$0.00
Sub-Total					\$0.00
214 TITLE I, ESF-FOCUSED SUPPORT GRANT					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	7	1	Professional Development- Mapping		\$4,000.00
Sub-Total					\$4,000.00

224 IDEA, PART B FORMULA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
Sub-Total					\$0.00
244 VOC ED BASIC GRANT					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	12	CTE Resources	244.11.6399	\$3,500.00
1	7	1	Professional Development and Resources		\$0.00
1	7	6	Travel for Professional Development		\$0.00
Sub-Total					\$3,500.00
255 ESEA, TIIA,TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2	Contracted Services	255.13.6200	\$95,000.00
1	6	4	SOFTWARE-		\$35,000.00
1	6	4	Teacher and Principal Resources	255.13.	\$5,000.00
1	6	19	Contracted online services		\$4,000.00
1	6	25	INTERVENTION TRAINING PD SERIES		\$25,000.00
1	6	31	Mentor Teacher Coordinator Salaries		\$210,000.00
1	6	32	Contracted Services	255.13.6200	\$35,000.00
1	7	1	Professional Development and Resources		\$38,500.00
1	7	3	Extra Duty Pay/Resources		\$6,000.00
1	7	6	Travel for Professional Development		\$7,200.00
1	7	7	Travel for Professional Development		\$0.00
1	7	8	Professional Development and Resources		\$17,700.00
1	7	12	Software Subscription	255.11.6399.00	\$94,900.00
1	7	12	Professional Development Books	255.13.6339	\$18,500.00
1	7	12	Professional Development Books	255E.13.6329.	\$20,063.00
1	7	13	Contracted Services and materials		\$85,000.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00

255 ESEA, TIIA,TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$696,863.00
263 ESEA, TIII LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	1	ELL Resources	263.11.6399	\$60,000.00
1	6	2	Instructional Resources	263.11.6399	\$0.00
1	6	4	ELL Resources	263.11.6399	\$0.00
1	6	5	Technology Resources/Software		\$82,000.00
1	7	1	Professional Development and Resources		\$0.00
1	7	6	Travel for Professional Development		\$0.00
1	7	8	Professional Development and Resources		\$0.00
1	8	1	ELL Instructional Resources		\$28,000.00
1	8	2	ELL Materials		\$240,000.00
1	8	3	ELL Resources		\$0.00
1	8	5	ELL Resources		\$0.00
1	8	6	Instrtuctional Resources for ELL		\$50,000.00
1	8	7	ELL Resources		\$0.00
3	2	1	Appropriate funds from all entitlements, grants and local funds (199, 211, 212, 224, 263, 255, and SCE funds) SCE funds will be used to provide supplemental services to all students under the school-wide flexibility.		\$0.00
Sub-Total					\$460,000.00
265 TITLE IV, PART B - 21st CENTURY COMMUNITY LEAR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	4	INSTRUCTIONAL MATERIALS AND SUPPLIES		\$50,000.00
1	6	5	Technology Resources-Laptops		\$15,000.00
1	6	33	Program Resources		\$300,000.00
1	6	33	Field Trip Expenses		\$20,000.00
1	6	33	Technology Resources		\$1,000.00
5	1	18	Program Resources		\$0.00
Sub-Total					\$386,000.00

272 MEDICAID ADMINISTRATIVE CLAIMING PROGRAM					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	5	Technology Resources		\$265,000.00
1	9	1			\$210,000.00
Sub-Total					\$475,000.00
281 Title IV, Part A SSAEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	3	Robotic Supplies & Materials	281.11.6399.RB.XXX	\$1,000.00
1	6	3	Technology Resources		\$43,000.00
1	6	3	Entry Fees & Transportation	281.11.6410.RB.XXX.2.30.000	\$22,475.00
1	6	3	Robotics Meals		\$300.00
1	6	4	Instructional Resources	281.11.6399	\$35,000.00
1	6	5	Activities to support effective use of technology.	281.E11.6395.00.802.0.24	\$0.00
2	1	3	Funding for SRO's		\$201,000.00
2	1	19	School Resource Office Program	211.E52.6219.61.802.0.24	\$201,000.00
Sub-Total					\$503,775.00
282 ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	4	Instructional Resources		\$189,931.00
1	6	4	SEL-SUPPLIES		\$1,000.00
1	6	5			\$20,000.00
1	6	6	Technology Resources	282.11.6200	\$440,420.00
1	6	7	Intersession Resources		\$0.00
1	6	11	Resources for Staff	6383	\$55,000.00
1	6	12	Program Resources		\$16,000.00
1	6	21	Software		\$47,651.00
1	6	25	Salaries for Intervention Teachers	282.11.6119	\$910,000.00
1	7	6	Travel for Professional Development		\$5,000.00
1	8	15	Funding for SPED staff	282.11.6119	\$585,000.00
1	9	1	Laptop for CECA	282.E11.6383.00.009.1.30.000	\$578,827.00
1	10	7	Salaies for Technology Coaches (Secondary)	282.11.6119	\$560,000.00
2	2	2	Funding for Salaries		\$890,000.00

282 ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3	Staff Salaries		\$360,000.00
2	2	4	Curriculum and Training for SEL		\$65,000.00
2	2	4	PBIS SOFTWARE	282E116395	\$22,300.00
4	2	2	Retention Stipend	282.xx.6100	\$1,586,906.14
Sub-Total					\$6,333,035.14
290 SCHOOL HEALTH SUPPORT GRANT					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1			\$365,000.00
2	1	2			\$75,000.00
Sub-Total					\$440,000.00
410 IMA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	2	Textbooks	410.11.6393.31	\$70,000.00
1	5	9	Textbooks for college prep clases	410.11.6391	\$10,000.00
1	6	1	Textbooks	410.11.6321	\$15,000.00
1	6	4	SOFTWARE		\$7,655.00
1	6	4	Instructional Resources and Textbooks	410.11.6321	\$30,000.00
1	7	11	Technology Resources		\$0.00
1	9	1	Technology Equipment, Software		\$0.00
1	9	3	Instructional Technology Coordinators Salaries	410.11.6119	\$0.00
1	9	6	Technology Equipment		\$0.00
1	10	1	Instructional Technology Staff Salaries	410.13.6119	\$0.00
Sub-Total					\$132,655.00
Grand Total					\$16,497,474.21