

## Call to Action

Southwest ISD provides opportunities for all learners to be confident, resilient, and successful global citizens.

## DISTRICT INSTRUCTIONAL IMPROVEMENT PLAN 2016-2017



### *DISTRICT MISSION & VISION*

#### **The mission of Southwest Independent School District**

Southwest Independent School District will identify and develop the potential of all individuals.

#### **The vision of Southwest Independent School District**

Southwest Independent School District will be the leader in educational innovation.

**ADOPTED:**

**REVISED: November 15, 2016**

## STRATEGIC PLAN GOALS

**GOAL 1:** SWISD will provide a comprehensive framework of learning that is engaging, flexible, rigorous, supportive, and relevant to college/career readiness for all students.

**GOAL 2:** SWISD will foster an environment in which social and emotional support is a priority for all.

**GOAL 3:** SWISD will constantly utilize timely multifaceted communication that reaches all member of our SWISD community.

**GOAL 4:** SWISD will create a safe, nurturing and engaging environment where all students succeed.

**GOAL 5:** SWISD will capitalize on the strengths, resources, and abilities of our diverse community to become successful, global citizens.

**GOAL 6:** We will provide professional development for instructional methodology that is relevant to needs of students, teacher and administrators in a timely manner.

### *TITLE I SCHOOLWIDE COMPONENTS (CODE BY #)*

1. Comprehensive needs assessment
2. School wide reform strategies
3. Instruction by highly qualified teachers
4. High-quality and ongoing professional development
5. Strategies to attract high-quality teachers
6. Strategies to increase parental involvement
7. Transition plans from early childhood programs
8. Teachers involved in decision making of academic assessments
9. Effective and timely assistance for struggling students
10. Coordinated assistance of Federal, State, and local services and programs.

**SOUTHWEST INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN**

**2016-2017 DISTRICT IMPROVEMENT TEAM**

<b>Facilitator: Executive Director of Fed. Prog. &amp; Stud. Serv.</b>	Frances Barcenez
<b>Southwest Elementary</b>	Erica Gonzales (2 <sup>nd</sup> year)
<b>Sun Valley Elementary</b>	Monica Anzaldua (2 <sup>nd</sup> year)
<b>Indian Creek Elementary</b>	Julianne Arsuaga
<b>Bob Hope Elementary</b>	Allison Vidales (1 <sup>st</sup> year)
<b>Sky Harbour Elementary</b>	Tina Castro (1 <sup>st</sup> year)
<b>Hidden Cove Elementary</b>	Sandra Aldaco (1 <sup>st</sup> year)
<b>Big Country Elementary</b>	Kelsey Krueger (2 <sup>nd</sup> year)
<b>Elm Creek Elementary</b>	Bron Morgan (1 <sup>st</sup> year)
<b>Kriewald Road Elementary</b>	Amanda Verstuyft (new)
<b>Spicewood Park Elementary</b>	Kandice Merchant (1 <sup>st</sup> year)
<b>Medio Creek Elementary</b>	Thelma Cuellar (1 <sup>st</sup> year)
<b>McNair Middle School</b>	Lucinda Santos (1 <sup>st</sup> year)
<b>McAuliffe Middle School</b>	Denisse Hernandez (new)
<b>Scobee Middle School</b>	William Berry (1 <sup>st</sup> year)
<b>Resnik Middle School</b>	Minae McOsker (1 <sup>st</sup> year)
<b>Southwest High School</b>	Felicia Gates (2 <sup>nd</sup> year)
<b>Southwest Academy</b>	Nancy Macias (2 <sup>nd</sup> year)
<b>DAEP (Crossroads)</b>	Ronald Carpenter (1 <sup>st</sup> year)
<b>Parent Representative</b>	Norma Diaz (open)
<b>Community Representative</b>	VACANT
<b>District Representative</b>	Dr. JoAnn Fey (new)
<b>Superintendent of Schools</b>	Dr. Lloyd Verstuyft
<b>School Board Representative</b>	Florinda Bernal

**SOUTHWEST INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN**

**District Mission Statement**

**The mission of Southwest Independent School District:**  
Southwest Independent School District will identify and develop the potential of all individuals.

**District Vision Statement**

**The vision of Southwest Independent School District**  
Southwest Independent School District will be the leader in educational innovation.

**District Slogan**

Pride Then, Pride Now, Pride Always  
We Are Southwest!



**SOUTHWEST INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN**

**DISTRICT INITIATIVES AND PERFORMANCE GOALS**

1.	100% of district campuses will have at least 97% attendance for the year.
2.	100% of campuses will meet System Safeguards in all areas, including LEP and Special Education.
3.	100% campuses will meet state assessment index standards.
4.	Promote the application, integration, and innovation of technology to enhance achievement for all and prepare 21 <sup>st</sup> Century learners for post-secondary success.
5.	100% of Elementary Schools will continue to utilize the Leader in Me program to develop leadership qualities.
6.	100% of campuses will show a 10% increase in state assessment standards for each content area.
7.	The district will continue to monitor the systemic use of the RtI process to ensure timely interventions in 100% of our campuses.
8.	100% of elementary campuses will increase primary readiness in Developed reading skills by 10% on the universal screener.
9.	Southwest High School will increase graduates from 92% to 95% this school year.
10.	100% of campuses will develop a College and Career Readiness culture.

S P G	TARGET AREA (Specific objectives based on campus and students' needs)	ACTION STRATEGIES (List only 1 Action Strategy per cell.)	RESPONSIBLE PERSON(S)	COST/ RESOURCES	TIMELINE	EVIDENCE OF IMPLEMENTATION	EVIDENCE OF IMPACT	FORMATIVE/ SUMMATIVE	Title 1 Comp.
1 2	<b>Advanced Academics: Enrichment Opportunities for all students (AAA Spelling Bee Spanish Spelling Bee)</b>	Provide opportunities for all students 1 <sup>st</sup> – 8 <sup>th</sup> grades to participate in Arts & Academics competition (AAA) ES or Spelling Bee and/or Spanish Spelling Bee.	Director of Fine Arts (AAA only) Director of Advanced Academics Director of Bilingual & ESL (Spanish Spelling Bee only) Designated Campus Contact Teacher & Administrator	\$5200	August 2016 – July 2017	District AAA event District ES & MS Spelling Bee District ES & MS Spanish Spelling Bee	100% participation in all events by all elementary & middle schools	Growth in student participation in similar programs at MS & HS levels	2 8
1 3 6	<b>Assessment Accountability &amp; Research 1: Resources</b>	Provide resources for district and campus data collection data analysis and various assessments including item analysis and assessment reports. <ul style="list-style-type: none"> <li>▪ Eduphoria</li> <li>▪ STAAR Gazer</li> <li>▪ Lead4ward</li> </ul>	Ex. Dir. of Assessment Accountability & Research	Eduphoria (Title 1 - \$16500; Title II \$28,300; Local \$10,000)	Sept 2016 – Aug. 2017	Purchase orders; District reports; data tables; AWARE data tables;	Increase use of resource components to 100% of all campuses.	Review of AWARE data common assessments; and data reports.	2 8 9 10
1 3 6	<b>Assessment Accountability &amp; Research 2: Professional Development</b>	Train BTCs to train campus faculties to use the data programs and analyze data from benchmarks STAAR and other assessments in an effective and timely manner.	Ex. Dir. of Assessment Accountability & Research	Consumable Resources (Title IIA - \$1000) Travel (Title II - \$300)	Sept 2016 – Aug. 2017	Certificate of training sign-in sheets; agendas; minutes <i>Workshop</i> transcripts	100% of all administrators will be trained in data reports.  100% of all core content teachers 3 - 11 will use AWARE for data analysis.	Training Requests; Observations of data report usage on campuses and training surveys.	4 9

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1 3 6	<b>Assessment Accountability &amp; Research 3: Personnel Professional Development</b>	Attend Professional Developments to develop trainings for accountability state assessments data conferencing and school improvement. <ul style="list-style-type: none"> <li>▪ TSNAP Conference</li> <li>▪ State Assessment Conference</li> <li>▪ TETN (Region 20)</li> <li>▪ Moak Casey</li> </ul>	Ex. Dir. of Assessment Accountability & Research	Travel Local - (\$3000) Local Funds - (\$2000) Misc. Local - (\$500)	TSNAP - Oct 2016 TSAC - Feb. 2017	Certificate of training sign-insheets; agendas; minutes <i>Workshop</i> transcripts and workshop request forms	100% of BTC will be able to understand and redeliver comprehensive trainings on STAAR EOC and assessment standards.	Training Requests; Data Conference feedback EOY department evaluation	4 9 10
3	<b>Assessment Accountability &amp; Research 4: Personnel</b>	Provide personnel to assure the compliance with all state and federal accountability assessment and testing requirements (to include, but not limited to: to create auditable documents, provide district testing procedures, review testing compliance records, support student assessment, review and facilitate training, attend trainings create systems and support assessments on campuses. <ul style="list-style-type: none"> <li>▪ Ex. Director of Assessment</li> <li>▪ Assessment Clerk</li> </ul>	Ex. Dir. of Assessment Accountability & Research	Personnel (Local Funds - \$150,000)	September - August	Daily schedules district & campus meetings and BTC meetings.	100% of all campus and BTC will know and understand state and federal assessment requirements annually.	CIP/DIP; Irregularity reports data and EOY department evaluation	10
3 4	<b>Assessment Accountability &amp; Research 5: Campus &amp; District Trainings</b>	Provide campus and district based trainings or support on state accountability, state assessments, data analysis (AWARE), safeguards, TAPR, distinctions, accommodations, lesson planning, and CaSE.	Ex. Dir. of Assessment Accountability & Research	Personnel & Training (Title 1 & Local Funds - \$216000) Travel (Title IIA & Local Funds - \$2000)	September - August	Daily schedules district & campus meetings and BTC meetings.	100% of all campus and BTC will know and understand state and federal assessment requirements annually.	CIP/DIP; Irregularity reports data and EOY department evaluation	10

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3 5	<b>Assessment Accountability &amp; Research 6: Tracking &amp; Accountability</b>	Provide campus assistance for the monitoring tracking and security of all state assessments.	Ex. Dir. of Assessment Accountability & Research	Test Hound (Local Funds - \$12,000)	September - August	Purchase order campus inventory	100% of all campus and BTC will know and understand how to use the Test Hound system to track state assessment documents.	CIP/DIP; Irregularity reports data and EOY department evaluation	10
1 2 4	<b>Assessment Accountability &amp; Research 7: State Accountability</b>	Provide state accountability training to campus leadership and programs directors. <ul style="list-style-type: none"> <li>▪ Lead4ward - Contract</li> <li>ERG - Contract</li> </ul>	Ex. Dir. of Assessment Accountability & Research	SCE Funds Title II A  \$10000  L4W \$17000	Sept - August	Purchase order flyers Workshop and sign-in sheets	100% of all campus leadership teams will be trained in state accountability new laws and HB5.	Lead4ward data and evaluations	10
2	<b>Assessment Accountability &amp; Research 8: Assessment Resources</b>	Provide campus with a bank of STAAR formatted questions to prepare their campus common assessments. Academic Data reviews will be conducted at each campus after assessments have been administered. <ul style="list-style-type: none"> <li>• STAAR Test Maker</li> <li>▪ TCMPC</li> </ul>	Elementary /Secondary Campus Teachers  C&I Content Leaders	Title 1 Funds \$23,000  SCE \$76,000	September – May	Purchase the site license for each campus. Each campus will identify and collaborate to create common assessments for all contents.	100% of all campuses will create and administer six week/or nine weeks assessments	STAAR assimilated six weeks tests targeting readiness and supporting standards taught and identified as	2 8
1 2 4	<b>Career &amp; Technical Education 1: Academic/ CTE Integration</b>	Provide training and resources for teachers to integrate academics into CTE classes and learning objectives. <ul style="list-style-type: none"> <li>▪ Teachers will select 2 to 3 content area TEKS to address per semester.</li> </ul>	Director CTE	\$17,119 (Perkins)	School Year 2016- 2017	Purchase orders, training certificates, sign-in sheets, and lesson plans.	Increase by 3% annually (from BEM to EOC) of CTE student performance on state assessments based on specific TEKS.	State / local accountability assessments data	3
1 2 4	<b>Career &amp; Technical Education 2: Link to Postsecondary</b>	Expand opportunities for teachers to obtain industry certifications/licenses in order to provide opportunities for students so that students have a higher capability to integrate into industry positions upon graduation. <ul style="list-style-type: none"> <li>▪ Increase in dual credit enrollment for CTE higher education courses.</li> </ul>	Director CTE	\$19,500 (Perkins)	School Year 2016- 2017	Teacher certifications and licenses, rosters of students with higher education course, certification	25% increase in teachers & students attaining industry certifications and licenses	Enrollment data, student survey, and course completion, PER (Program	3

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	<b>CTE</b>					acquisition		Effectiveness Report)	
1 2	<b>Career &amp; Technical Education 3: All Aspects of an Industry</b>	Create sustainable relationships with industry partners in career clusters, development of career expectations, and expand work based learning experiences, and provide various opportunities to expand industry knowledge. <ul style="list-style-type: none"> <li>Transportation for field trips, competitions and site visits</li> <li>Staff to support industry partnerships and transportation needs.</li> </ul>	Director CTE	\$19,823 (Perkins) and Local Funds	School Year 2016- 2017	Internships, externships, advisory boards, meeting, minutes	Increased number of internships, externships, and work based learning opportunities by 10% annually.	Internship and externship evaluations	3 7
1 2	<b>Career &amp; Technical Education 4: Expand the Use of Technology</b>	Provide CTE classes (teachers and students) with industry quality technology to use during class, for project based learning, and to monitor student progress towards mastery of industry standards. <ul style="list-style-type: none"> <li>Technology upgrades</li> <li>Technology obsolete plan</li> <li>Staff to support technology integration and use for CTE students.</li> </ul>	Director CTE	\$16,788 (Perkins) and Local CTE funds	School Year 2016- 2017	Purchase orders, industry standardized equipment research, inventory	Increase the industry certification for CTE students by 10% annually.	Certification data and PER (Program Effectiveness Report)	2 10
2	<b>Career &amp; Technical Education 5: Provide Professional Development</b>	Provide opportunities for teachers and staff to attain industry certification, dual credit standards, HB5, online curriculum, working with special needs populations, and district initiatives.	Director CTE	\$6,000 Carl Perkins Funds	School Year 2016- 2017	Purchase orders, training certificates, sign-in sheets, and training resources.	90% of all CTE teachers are trained in working with special populations and specific certification based on assignment.	CTE program evaluation	3
2 4	<b>Career &amp; Technical Education 6: Evaluate Perkins-Funded Programs</b>	Provide consultant and staff to assist with program innovation, planning, evaluation and monitoring throughout the year.	Director CTE	\$2800 (Perkins)	School Year 2016- 2017	Staff, job descriptions, and strategic planning, evaluation	100% CTE Perkins- Funded Programs will be evaluated annually.	PER data	2



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1 2 3	<b>Career &amp; Technical Education 7: Initiate, Improve, and Expand Quality CTE Programs</b>	Initiate Improve, and Expand quality CTE program and opportunities for teachers and students through all 15 career clusters.	Director CTE	\$33,450 (STEM Specialist) Perkins	School Year 2016- 2017	Staff, job descriptions, and strategic planning, evaluation	Enrolled students in HS STEM classes exceeds 100	PER data, CTE program evaluation	3
2	<b>Career &amp; Technical Education 8: Sufficient Size, Scope and Quality</b>	Evaluate and address sufficient size, scope and quality of instruction and practices to meet industry standards in all Perkins Funded CTE classes.	Director CTE	\$18,965 (Perkins)	School Year 2016- 2017	Walk-throughs, evaluations, work place comparisons, and size comparisons.	100% of all Perkins Funded classes will be evaluated on the district expectations for size, scope, and quality of effectiveness.	CTE evaluation, teacher evaluations, and PER.	2 8 9
1 2	<b>Career &amp; Technical Education 9: Activities for Special Populations</b>	Provide learning experiences, support, and expectations work working and instructing students in special populations.	Director CTE	\$20,877 (Perkins)	School Year 2016- 2017	Staff, job descriptions, and strategic planning, evaluation, sign in sheets, student rosters	Increase by 3% annually (from BEM to EOC) of CTE student performance on state assessments based on specific TEKS.	State / local accountability assessments data, PER	8 9
	<b>Career &amp; Technical Education 10: Leadership</b>	Provide leadership, support, and evaluation of CTE and CTE Cradle to Careers Initiatives. <ul style="list-style-type: none"> <li>▪ Salaries, travel, and materials</li> </ul>	Director CTE	\$260,000 Perkins (STEM and clerks salaries) and Local Funds	School Year 2016- 2017	Staff, job descriptions, and strategic planning, evaluation	100% of all Perkins and local compliance standards will be met and reported annually.	PER and CTE evaluation	2 10

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1 2	<b>College and Career Readiness 1</b>	Director of Advanced Academics: All duties as assigned including oversight of District GT program	Director of Advanced Academics & College Readiness	\$86000 ( Title I &IIA funds)	Aug 2016 - July 2017	Contract calendar of events sign ins for	Student participation and performance data professional development records & feedback	Program evaluation and review student participation & performance data	10
1 2 3 4	<b>College and Career Readiness 2</b>	Continue to enhance and expand programs that promote college readiness through professional development curriculum data analysis recruitment parent education/ involvement tutorials college visits and expansion of class choices.	Director of Advanced Academics & College Readiness Counseling Coordinator	HSA Funds Substitutes: 10000 Transportation - \$1000; Tutors - \$5000	Aug 2016 - July 2017	Student schedules & classroom descriptions; Transport. form; Attendance logs; Purchase orders; Lesson plans; flyers sign-in sheets teacher presentations	Increase the number of students enrolled in Pre-AP/AP/DC classes by 10% annually.	Pre-AP/AP/DC enrollment data; Student Surveys; data walls College Board AP Potential data AP exam data SAT/ACT/PSAT data	10
1 2 3 4	<b>College and Career Readiness 3</b>	Continue to expand the number of students who meet college readiness standards on EOC or attain college credit through AP/DC courses.	Executive Directors for Secondary Instruction Director of Advanced Academics & College Readiness Content Coordinators	HSA Funds Substitutes - \$2420; Teacher Training - \$10000	Aug 2016– July 2017  AP Summer Institutes AP Conferences Dual Credit gatherings	Training certificate s; student data reports; Studentschedules & classroom descriptions; observations; Lesson plans; sign-in sheets; MOU; ACT/PSAT/SAT/ ReadiStep results TSI results	Increase thenumber of students who meet; College Readiness Benchmark on EOC PSAT/SAT and college readiness ACT Receive a “C” or higher (increase by 10%) in DC classes. Receives a “3”or higher on the AP exam (increase by 10 students annually)	EOC Scores Pre-AP/AP/DC score data; Student Surveys;Grading Reports; historic data comparisons College Board AP Potential data AP exam data ReadiStep/ SAT/ACT/PSAT data	10

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1 2	<b>College and Career Readiness 4</b>	Develop and implement a comprehensive plan to prepare SWISD students for the PSAT/SAT/ACT. Partner with College Board in the Early Participation Program to develop a systemic approach for promoting postsecondary readiness through the implementation and use of the programs such as My Road My College Quick Start, Big Future, College Ed, AP Potential data analysis Own Your Own Future, DUKE TIPS and student performance on college readiness exams.	Asst. Supt. For C & I Executive Directors for Elementary & Secondary Instruction Director of Advanced Academics & College Readiness Counseling Coordinator Content Coordinators School Admin Counselors Dept. Leaders & Teachers	HSA Funds	Aug 2016 – July 2017	Sign-in Sheets; Attendance Logs; Flyers; Progress Reports; Student Data Reports; PSAT/SAT/ACT results	By 2016 have 3 students receive national merit recognition of some type.	Progress Reports; PSAT/SAT/ACT student data results	10
1 2	<b>College and Career Readiness 5</b>	Develop and implement internship opportunities for students in the second semester of their junior year or summer/fall of their senior year; students will complete job skills and preparation training through CTE classes seminars and leadership conferences hosted by community organizations and partners  Ensure that all students start on RHSP or Distinguished Diploma Plan (Class of 2018) Ensure that all students follow the pathway for the endorsement they have selected (Class of 2019+)	Director of Community Education Director of CTE Asst. Supt. For C & I Executive Directors for Elementary & Secondary Instruction Director of Advanced Academics & College Readiness Counseling Coordinator Counselors	HSA Funds Substitutes- \$5000 registrations \$5000 Transport. \$10000	Aug 2016 – July 2017	Student & teacher registrations & post learning experience reflections PR materials student portfolios & exhibitions	50 students will complete internship/ apprenticeships in the 2016 – 2017 School Year 16-17 Number of students completing Distinguished Achievement Plan HS diploma measures will increase by 10%.	Student reflections exhibitions with panel evaluations student portfolios mentor evaluations % students achieving distinctions certifications earning endorsements RHSP &/or Distinguished Diploma	2 3 8 9

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1 2 3 4	<b>College and Career Readiness</b>	Continue to expand the number of students who meet college readiness standards by taking the PSAT SAT ACT AP and/or TSI assessments and who complete college applications especially the Apply Texas application scholarship applications and the FAFSA by providing advising and support in partnership with Trinity University San Antonio Education Partnership and Café College.	Executive Director of Secondary Curriculum & Instruction Director of Advanced Academics & College Readiness; Content Coordinators Administrators & Counselors; Cafe College Coordinator National College Advising Corps Adviser San Antonio Education Partnership Adviser Pre-AP/AP/DC teachers;	\$10000 collaborative funding with Trinity & National College Advising Corps	August 2016 – July 2017	MOU; ACT/PSAT/SAT/AP & TSI performance data  FAFSA & Apply Texas Completion data  Adviser log sheets  Flyers sign-in's evaluations from events  TG DOE & College Connection data	Number of students who meet; College readiness standard on PSAT/SAT/ ACT (increase students meeting criteria by 10%) Number of students who meet criteria on TSI (10% dual credit enrollment/ 100% college entrance for those who apply) Receive a "C" or higher (increase by 10%) in DC Number of students participating in AP testing (increase by 25% yearly) Receives a "3" or higher on the AP exam (increase by 10% annually)	Pre-AP/AP/ DC score data; Student Surveys;Grading Reports; historic data comparisons College Board AP Potential data AP exam data SAT/ACT/PSAT /TSI data  FAFSA & Apply Texas check points	10
5	<b>Community Education 1: Advisory Council</b>	Continue the Community Education Advisory Council to act in an advisory and oversight capacity to ensure the growth of the Community Education program and assist in increase community/parental involvement.	Director of Community Education	Local Funding \$2000	Quarterly Meetings	1.Meeting Agendas 2.Community Events Sign-In 3.Evaluations	90% of all CEAC activities will result in completion.	1. Participant satisfaction 2. Collected Evaluations	2 6
5	<b>Community Education 2:</b>	Provide partnerships to assist in adults earning certification classes for Adult Education students and Community members.	Director of Community Education	In Kind Logistics  Testing/ Certificates costs (Local Funds) \$10,000	October 2016 – May 2017	1. Meeting Agendas  2. Number of classes offered  3. Certificates attained	Increase the number of partnerships by 1 annually.  Increase the number of certificates attained by 10% annually.	1. The number of students enrolled. 2. The number of students certified. 3. Class evaluations.	2 6 10
3	<b>Community Education 3:</b>	Provide GED/ESL learning and testing opportunities to the community.		Web-based programs	Sept 2016- May 2017	GED Registration Records, GED	5% of students successfully	1. Number of students	2

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5			Director of Community Education  Region 20 partnership	such as GED Ready Testing Vouchers, and GED Ready.com, GED Ready Lab  Community Education Staff  GED Testing Center (Local Funds) \$20,000		Ready Completion Reports (benchmarks), Pearson Vue GED Testing Center data  Web-based Date, Attendance Sheets, Evaluations	passing all 4 testing subject requirements of the new GED online test.  Increase the number of GED students passing the new GED Ready Practice test with a score of 145 or higher benchmark.  5% of ESL students will progress to the next level.	enrolled and sustained, Number of students completed and certified, Number of ESL students achieving higher ESL levels.  2. Benchmark results.  3. Evaluations	9  10
3  5	<b>Community Education 4: Brochures</b>	Provide community members with information through the District Community Education Brochures produced once per semester.	Director of Community Education	Local Funding:  Brochure -\$7500  Mailing-\$1000	Fall edition 2016  Spring edition 2017	Finished Brochure  SA Press Invoicing  Thompson Mailing Invoice	Increase enrollment in Community Education Classes by 5%	Students Surveys given at the end of classes.  Class Roster  Class Evaluations	2
5	<b>Community Education 5: Support Staff</b>	Provide community education support for program compliance and development:  <ul style="list-style-type: none"> <li>▪ Director of Community Education</li> <li>▪ Community Education Clerk</li> <li>▪ Adult Education Facilitator</li> <li>▪ Adult Education Aide</li> </ul>	Director of Community Education	Local Funding  \$200,000	Aug 2016- July 2017	Job Descriptions, daily schedules, payroll reports, KRONOS	100% of all Community Education programs will be within compliance annually.	Program evaluation and compliance reports	2 6 9 10

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4 5	<b>Community Education 6: After School Challenge Program</b>	Continue afterschool programming for students in: <ul style="list-style-type: none"> <li>the Afterschool Challenge Program (partnership between the City of San Antonio Department of Human Services and Southwest ISD for at least 250 students from ages 5 – 17 at 8 designated elementary campuses.) [COSA- cost for staffing, general supplies, contracted services, technology equipment, misc. expenses.] [SWISD- cost for staffing, general supplies, contracted services, technology equipment, misc. expenses.]</li> <li>YMCA of San Antonio.</li> <li>Girl Scouts</li> <li>Texas Agri-life Program</li> </ul>	Director of Community Education	1. Inter-local agreement (COSA) \$40,600 2. Local Funding (SWISD) \$40,600 Diversified Youth Services (Local Funds) \$1200	Fall 2016- Spring 2017	Program registrations, Student Attendance, Student Grades and results on state assessments, Time sheets, Sample Flyers. Program Schedule, Evaluations	1. 85% of Challenge participants will attend regularly. 2. 85% of Challenge participants will maintain passing grades in reading.	Attendance, Report cards State Assessments, Compliance Reports	2 9 10
1 6	<b>Comprehensive Needs Assessment 1: Program Evaluations</b>	<ul style="list-style-type: none"> <li>Provide research and development opportunities within the district to assess programs or conduct program evaluations.</li> </ul>	Directors or Program Administrators	Title I & Local Funds (\$35000)	Program Evaluations – annually Special Projects – by deadline	Completed program evaluations; reports data analysis;	100% of all data will be analyzed by Program Directors and used to update the DIP.	Data Reports; Program Reviews; CIP/DIP; CNA/DNA;	10
1 6	<b>Comprehensive Needs Assessment 2: Program Evaluations</b>	Procure research and development data in the form of comprehensive needs assessments program reviews and data sources to assist with program evaluations. .	Directors or Program Administrators	Title I & Title II Funds – Moak Casey Associates	Program Evaluation – annually Special Projects – by deadline	Completed program evaluations; reports data analysis;	100% of all data will be analyzed by Program Directors and used to update the DIP.	Data Reports; Program Reviews; CIP/DIP; CNA/DNA;	10
1 2 3 4	<b>Coordination of Funds 1</b>	Personnel will be assigned to assure the coordination of funding at the district campus and program levels. Personnel will also create auditable documents provide district funding procedures review external funding compliance and facilitate training attend trainings procure consults and support	Director of Federal Programs Supervisor of External Funding Asst. Superintendent of Finance	Personnel Consultant & Training (Title 1 SCE Local Funds - \$200000) Travel (Title	Monthly on CIP/ DIP validation; Daily on accounts managemen t; semi-	Up-to-date budget reports; Accurate purchase orders; Approval on grant applications; External audit	100% of all coordinated funds will be coded and used as intended by the purpose of its funding.	CIP/DIP; external audit reports; PBMAS reports;	10

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5 6		funding policies. <ul style="list-style-type: none"> <li>▪ Exec. Director of Student Services</li> <li>▪ Supervisor of External Funding Federal</li> <li>▪ Funding Clerk</li> </ul> External Funding/Compliance Consultant		1 SCE Local Funds - \$2000) Training (Title 1 SCE Local Funds - \$1000)	annually for grants & external funding accounts	review			
1 2 3 6	<b>Curriculum &amp; Instruction 1: Staff</b>	Provide specialized staff content coordinators & specialist program directors and clerical staff to support the needs of the district/campuses. <ul style="list-style-type: none"> <li>▪ Campus support – travel</li> <li>▪ Professional development – travel</li> <li>▪ Program development – clerical general supplies and misc.</li> <li>▪ Connect to campus – travel</li> </ul>	Assistant Superintendent of Curriculum & Instruction	Title I Title II A Title III SCE and Local Funds	September 2016 – August 2017	Kronos reports job descriptions daily schedules purchase orders and workshop request forms	100% of all campus and district support in the areas of curriculum and instruction.	EOY Evaluations and EOY surveys	4 10
1 2 3 6	<b>Curriculum &amp; Instruction 2: Resources &amp; Supplies</b>	Provide resources and general supplies to carry on the functions of Curriculum & Instruction in an effective and efficient manner. <ul style="list-style-type: none"> <li>▪ General Supplies</li> <li>▪ Office/Custodial Supplies</li> <li>▪ Printing and Translating Services</li> <li>▪ Curricular Resources and supplemental materials</li> </ul>	Assistant Superintendent of Curriculum & Instruction	Title I Title II A Title III SCE and Local Funds	September 2016 – August 2017	Needs assessments purchase orders and invoices	100% of all campus and district support in the areas of curriculum and instruction.	EOY Evaluations and EOY surveys	10
1 2 3 6	<b>Curriculum &amp; Instruction 3: Professional Development</b>	Provide leadership guidance and strategic planning to district and campuses for the development of curriculum effectiveness or Instructional delivery. <ul style="list-style-type: none"> <li>▪ Professional Development – travel</li> <li>▪ Reading Materials – Book Study</li> <li>▪ Refreshments – For trainings</li> <li>▪ Trainers – for professional development</li> <li>▪ Consultants – for professional development and/or program development</li> <li>▪ Transportation – for PD</li> </ul>	Assistant Superintendent of Curriculum & Instruction	Title I Title II A Title III SCE and Local Funds	September 2016 – August 2017	Needs assessments contracts training schedules purchase orders and invoices	100% of all campus and district instructional professionals will be trained annually.	EOY Evaluations workshop evaluations/ feedback and EOY surveys	4 10

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1 2 3 6	<b>Curriculum &amp; Instruction 4: Curriculum Writing &amp; Development</b>	Provide curriculum support and evaluation to core content and district programs. <ul style="list-style-type: none"> <li>Professional Development – travel</li> <li>Reading Materials – Book Study</li> <li>Refreshments – For trainings</li> <li>Writing – for curriculum development</li> <li>Consultants – for professional development and/or program development</li> </ul>	Assistant Superintendent of Curriculum & Instruction	Title I Title II A Title III SCE and Local Funds	September 2016 – August 2017	Needs assessments contracts training schedules purchase orders and invoices	100% of all campus and district instructional professionals will be trained annually.	EOY Evaluations workshop evaluations/ feedback and EOY surveys	4 10
4 5 6	<b>Data Systems &amp; PEIMS 1: Resources</b>	Provide resources for district and campus data collection data analysis and various reports. <ul style="list-style-type: none"> <li>Eduphoria</li> <li>PEIMS</li> <li>TxEIS</li> <li>TEA (TAPR)</li> <li>TEAL</li> <li>ERG</li> <li>TSDS</li> </ul>	Dir. of PEIMS and Data Systems	Eduphoria (Title 1 - \$16500; Title II \$28,300; \$37,000)	Sept 2016 – Aug. 2017	Purchase orders; District reports; data tables; AWARE data tables;	Decrease the number of days used to filter data to 1 day.	Review of data reports.	2 9 10
4 5 6	<b>Data Systems &amp; PEIMS 2: Professional Development</b>	<ul style="list-style-type: none"> <li>Train all campus attendance and student records clerks to enter and maintain student records in TxEIS in an effective and timely manner.</li> </ul>	Dir. of PEIMS and Data Systems	Consumable Resources Local	August 2016 – May 2017 (Quarterly meetings)	Certificate of training sign-in sheets; agendas; minutes <i>Workshop</i> transcripts	100% of all PEIMS and student records clerks will be trained and comfortable imputing and managing records in TxEIS.	Training Requests; Observations of data report usage on campuses and training surveys.	2 9 10
4 5 6	<b>Data Systems &amp; PEIMS 3: Personnel Professional Development</b>	Attend Professional Developments to develop trainings for accountability state assessments data conferencing and school improvement. <ul style="list-style-type: none"> <li>TSNAP Conference</li> <li>State Assessment Conference</li> <li>TETN (Region 20)</li> <li>Consultant Dr. Ron Stephens</li> </ul>	Dir. of PEIMS and Data Systems	Travel Title IIA - (\$3000) Local Funds - (\$2000) Misc. Local - (\$500) Consultant \$20,000	TSNAP - Oct 2016 TSAC - Feb. 2017 Consultant monthly meetings	Certificate of training sign-in sheets; agendas; minutes <i>Workshop</i> transcripts and workshop request forms	SWISD will be provided with any reports needed to track essential assessment and accountability measures.	Training Requests; Data Conference feedback EOY department evaluation	2 9 10



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4 5 6	<b>Data Systems &amp; PEIMS 4: Personnel</b>	Provide personnel to assure the compliance with all state and federal student data documentation and support for campus level staff (including clerks). <ul style="list-style-type: none"> <li>▪ Director of PEIMS &amp; Data Systems</li> <li>▪ PEIMS Coordinator</li> <li>▪ District PEIMS Clerk</li> <li>▪ 1 ½ Time District PEIMS Clerk</li> </ul>	Dir. of PEIMS and Data Systems	Personnel (Local Funds - \$170,000)	Daily from September – August	Daily schedules district & campus meetings	100% of all campus concerns will be addressed within 2 days.	CIP/DIP; Irregularity reports data and EOY department evaluation	2 9 10
4 5 6	<b>Data Systems &amp; PEIMS 5: Technology</b>	Provide technology and general supplies to ensure accurate and timely reports to campus and program staff. <ul style="list-style-type: none"> <li>▪ New Server</li> <li>▪ Macbook with programs</li> </ul>	Dir. of PEIMS and Data Systems	Personnel (Local Funds - \$10,000)	Server in September  Macbook in Fall	Purchase orders, quotes, and reports	100% of all campus concerns will be addressed within 2 days.	CIP/DIP; Irregularity reports data and EOY department evaluation	2 9 10
2 4	<b>Disciplinary Alternative Education Program 1</b>	Provide a Disciplinary Alternative Education Program (DAEP or Bootcamp) for students that meet the requirements of removal from their primary campus based on disciplinary actions.	Principal of DAEP	Title 1 SCE and Local Funds (from campus allotments)	Aug 22 – last day of school	Hearing documents, student schedule, class rosters	100% of students eligible for DAEP services will be provided the opportunity to attend.	Hearing and campus data reports.	2 9 10
2 4	<b>Disciplinary Alternative Education Program 2: General Supplies</b>	Provide DAEP with comparable materials, resources, and supplies as secondary campuses ensure the continuation of learning for all students.	Principal of DAEP	Title 1 SCE and Local Funds (from campus allotments)	Aug 22 – last day of school	Purchase orders, grade level materials list, technology list	100% of students will be able to have comparable resources to campus students.	Grades and report cards	2 8 10

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2 6	<b>Disciplinary Alternative Education Program 3: Professional Development</b>	Provide DAEP staff and teachers with necessary professional development to continue ongoing professional learning, specialize in content areas, and work with at-risk students.	Principal of DAEP	Title 1 SCE and Local Funds (from campus allotments)	Sept 1 – July 2017	Workshop Request forms, certificates, and CNA	100% of teachers will meet highly-qualified status for the grade level and content they teach.	HR report	3 4 10
1 2 4	<b>District Initiative 1: Academic Readiness Coaches</b>	Provide Academic Readiness Coaches (ARC) to work with specific caseload of students to provide support towards academic achievement and connecting parents with schools: <ul style="list-style-type: none"> <li>▪ Professional Development</li> <li>▪ Travel and general supplies</li> <li>▪ Parental involvement component</li> <li>▪ Parental reach-out</li> <li>▪ Student meetings</li> <li>▪ Tutoring</li> </ul>	Director of Response to Intervention	Salaries Travel Supplies and Professional Development  Title Funds \$700,00	August 2016 – June 2017	Certificates of training LMS sign-in sheets timeline handbook caseload student data student binders and purchase orders.	100% of all campuses will have an ARC to serve specific students.  100% of all students on caseloads will show student progress on state assessments.	Common assessments state assessments and comparisons on student goals to data reports.	2 6 7 8 9
2 4 6	<b>District Initiative 2: Academic Coaches</b>	Provide campus Academic Coaches to work with teachers to build instructional capacity, model effective instruction, and support teacher learning goals on campus: <ul style="list-style-type: none"> <li>▪ Professional Development</li> <li>▪ Travel and general supplies</li> <li>▪ Additional planning days</li> <li>▪ Training by coaches during PD days</li> </ul>	Exec. Director of Professional Development & School Improvement	Salaries Travel Supplies and Professional Development  Title 1 Funds \$100,000	July 2016 – June 2017	Certificates of training LMS sign-in sheets, documentation of teacher goal accomplishments, calendar schedule, teacher growth or progress towards learning goals, increase in class scores	10% increase for teachers and campus goals in targeted areas of focus.	Formal teacher evaluation towards annual goal and EAC evaluation	2 3 4

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1 2 4 5	<b>District Initiative 3: Restorative Practice</b>	Provide campus Restorative Practice Coaches to provide discipline guidance, advocate for students, and increase instructional learning to students.	Exec. Director of Professional Development & School Improvement	Salaries Travel Supplies and Professional Development  Title 1 Funds \$180,000	August 2016 – June 2017 during school hours	Certificates of training LMS sign-in sheets timeline handbook caseload student data student binders and purchase orders.	Campus discipline referrals will decrease by 10% annually.	STAAR scores comparisons; discipline report data (425)	2 8 9
3 5	<b>District Support Staff 1: Visiting Teachers</b>	Provide Visiting Teachers to ensure school to parent involvement communication and relationship is increased and timely.	Executive Director PEIMS and Pupil Services	For personnel travel supplies and training (SCE Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting the attendance goal of 97%.	Court filing ; data; EOY attendance data	2 6 9 10
3 5	<b>District Support Staff 2: Visiting Teachers</b>	Assist campus sites with monitoring of student attendance. Provide 6 Week Attendance Graphs to principals with district and campus specific data. Three year comparison data to current period. Meet with campus administrators three times per year to discuss attendance trends areas of concern and brainstorm solutions and incentives to meet goals.	Executive Director of PEIMS an Pupil Services	For personnel travel supplies and training (SCE Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting attendance goal of 97%. Annually the number of students attending court for excessive absences will decrease by 10%.	Court filing data; EOY attendance data	2 6 9 10

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3 5	<b>District Support Staff 3: Visiting Teachers</b>	Parental Communication – Provide campus support by making home visits to confirm residency investigate excessive student absences and serve as courier for campus administrators and District Hearing Office to deliver documents to parents who lack Transportation. Coordinate the search and finding of grades 6-12 drop outs or No Show students for the School Start Window from August to end of September. Make home visits for all campus sites as needed. Assist with the required documentation for tracking of withdrawals and re-enrollment of students (i.e. “Leavers”).	Executive Director of PEIMS and Pupil Services	For personnel travel supplies and training (SCE Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting the attendance goal of 97%.	Court filing data; EOY attendance data	2 6 9 10
3 5	<b>District Support Staff 4: Visiting Teachers</b>	Attend and serve as the district representative in all truancy and compulsory attendance hearings in JP court for grades K-8.	District and Campus Level Visiting Teaches	For personnel travel supplies and training (SCE Funds Title 1 Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting the Vision 2015 attendance goal of 97%.	Court filing data; EOY attendance data	2 6 9 10
3 5	<b>District Support Staff 5: Visiting Teachers</b>	Train high school Visiting Teachers with court preparation for students in grades 9-12. High School Visiting Teachers will serve as court representatives for students in grades 9-12.	District Visiting Teachers	For personnel travel supplies and training (SCE Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting the attendance goal of 97%.	Court filing data; EOY attendance data	2 10
3 5	<b>District Support Staff 6: Visiting Teachers</b>	Develop an active District Attendance Committee to meet quarterly in October January and April to discuss updates/revisions to the current Attendance Procedures Manuel for the upcoming school year. Provide Daily ADA Reports by campus to Assistant Superintendent for AHR to post daily for communication of results and meeting target goals.	Executive Director of PEIMS and Pupil Services Visiting Teachers	For personnel travel supplies and training (SCE Funds Title 1 Funds Local Funds \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Implementation of these new strategies will assist the district in meeting the attendance goal of 97%.	Court filing data; EOY attendance data	2 6 9 10

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3 5	<b>District Support Staff 7: Visiting Teachers</b>	Provide Visiting Teachers to ensure school to parent involvement communication and relationship is increased and timely. Assist in attendance rate Parental communication Prevention of drop-outs Recovery of students Increase in home visits	Director of PEIMS and Pupil Services	For personnel travel supplies and training (SCE Funds Local Funds - \$125000)	August – June Daily visits	Monthly travel logs; court notifications; house tags; calendars; formal documentation	Annually the number of students attending court for excessive absences will decrease by 10%.	Court filing data; EOY attendance data	2 6 9 10
2 3 4	<b>Early Childhood 1: Personnel</b>	Provide Early Childhood education personnel to support program compliance and development. <ul style="list-style-type: none"><li>▪ Prekindergarten Teachers</li><li>▪ Prekindergarten Instructional Aides</li><li>▪ Family Support Associates (Head Start)</li></ul>	Exe. Director of Fed. Program & Student Services	Local Funds (\$50,000) Title 1 Funds (\$50,000) Head Start Funds (\$330,000)	July 2016 - June 2017	Job Descriptions, daily schedules, payroll reports, Kronos	100% of all applications for prekindergarten will be processed within a week of receipt.	Program evaluation, compliance data reports	7 9 10
1 2	<b>Early Childhood 2: Pre-K Program - Head Start Early Interventions</b>	Increase average daily attendance of SWISD Pre-K Head Start Program students by increasing parental understanding of the importance of student attendance at school.  Increase teacher training by collaborating with Head Start and PreK4SA for coaching and professional development.	Exe. Director of Fed. Program & Student Services	Local Funds (\$50,000) Title 1 Funds (\$50,000) Head Start Funds (\$330,000) PreK4SA Funds (\$20,000)	July 2016 - June 2017	Daily Attendance, annual attendance,	Increased attendance at each campus from last year by 1%.	Average Daily Attendance (ADA) of Pre-K Head Start Program Students 6-week Cycle ADA per Elementary Schools.	6 7 10
1 2	<b>Early Childhood 3: Pre-K Program - Head Start Registration</b>	On-going registration process for potential Pre-K student to begin at the campus level.	Exe. Director of Fed. Program & Student Services	Local Funds (\$50,000) Head Start Funds (\$330,000)	July 2016 - June 2017	Mainstream processing of the district packet and constant review and placement of all students who have applied.	100% of packets are reviewed and students are offered an opportunity for Prekindergarten.	Principal and parent surveys, Head Start feedback and evaluation	6 7 10

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1 2	<b>Early Childhood 4: Pre-K Program - Virtual Pre-K (VPK)</b>	Provide devices to all campuses to support early childhood instruction at home through the support of the VPK model.	Exe. Director of Fed. Program & Student Services	Bond Funds (\$100,000) Local Funds (\$50,000)	Late Sept 2016 - End of April 2017	Sign-out Sheets, commitment letters by parents, Footsteps to Brilliance data records.	Attain 5 non-prekindergarten student participation in the VPK at each elementary campus.	Roster of participants and growth on FStB data.	6 7 10
1 2	<b>Early Childhood 5: Pre-K Program - PREK4SA</b>	Provide assistance to verification of students, serve as PREK4SA committees, participation in the recruitment fairs, and act as a liaison for participating student/families.  Provide assistance to verification of students, serve as PREK4SA committees, participation in the round-ups, and act as a liaison for participating student/families.  Potential to serve up to 83 students	Exe. Director of Fed. Program & Student Services	Local Funds Travel (\$1200)  Supplies (\$2000)	July 2016 - June 2017	Attendance rosters, eligibility forms, enrollment records, and parental involvement attendance records	Increase the number of eligible prekindergarten students and parents receiving early childhood educational services to 83 participants as the baseline.	Parent surveys, program evaluations	6 7 9 10
1 2 4	<b>Early Childhood 6: Supplies</b>	Provide supplies, resources, personnel, staff, and training for prekindergarten classes to meet prek guidelines, be comparable to PreK4SA and Head Start Programs, and build the district capacity to provide full day prek class at all elementary campuses.	Exe. Director of Fed. Program & Student Services	Local Funds \$300,000 TEA Grant \$360,000 PreK4SA Grant \$200,000	August – June 2017	Payroll, schedules, agendas, purchase orders, inventory walk-thrus	100% of all non-Head Start classrooms will meet the prek guidelines for centers and activities.	Walk-thrus Program Evaluations.	7 10
1 2 4	<b>ELA/Reading 1: Planning</b>	Develop and utilize the SWISD year-at-a-glance curriculum guides and common assessments for ELAR in Grades K-12 as the foundation for lesson planning instructional delivery and interventions.	ELAR Coordinator; ELAR Specialist Instructional Coaches Secondary Teachers Content Leaders	SCE; Title 1; Title 2A	Completed September 2016 (1 <sup>st</sup> semester); ongoing use and updates	Snapshot visits at campuses Forethought review lesson plans; content meetings; benchmark data; walk-through reports	100% of all students in grade 3 – 10 will meet expectations on state assessment reading and writing.	Walk-throughs; District/campus benchmark data; state assessments;	2 8 9 10

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1 2 4	<b>ELA/Reading 2: PLC</b>	Professional Learning Communities (PLCs) will be implemented to improve the lesson planning process, discuss best practices and pedagogy, and integrate strategies into the 6-8 grade ELAR classrooms to better serve all students. Provide teachers in all content areas instruction and support before during and after reading and thinking strategies to enhance reading comprehension.	ELAR Coordinator; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A	Bi-monthly	Sign-in Sheets; LMS reports certificates of training agendas and hand-outs	100% of all teachers incorporate reading strategies in lesson plans and instruction.	Walk-throughs; District/campus benchmark data; state assessments;	2 8 9 10
6	<b>ELA/Reading 3: Professional Development</b>	Provide opportunities for Professional Development for ELAR: <ul style="list-style-type: none"> <li>▪ CREST</li> <li>▪ TCTELA</li> <li>▪ TASA</li> <li>▪ TXASCD</li> <li>▪ TCMPC</li> <li>▪ Abydos Conference (10) in San Antonio</li> <li>▪ Abydos Train-the-Trainer Certification</li> <li>▪ Gretchen Bernabei Expository Writing for STAAR and Life</li> <li>▪ Gretchen Bernabei Train-the-Trainer</li> <li>▪ Abydos 12-Day Summer Institute</li> <li>▪ Tier I Saxon Phonics</li> </ul>	ELAR Content Coordinator; Content Leaders	SCE; Title 1; Title 2A (Travel - \$5000)	Fall 2016 - ASCD; Fall/Spring CREST 2016/2017; Spring 2017 -TCTELA Spring 2017 -TASA; Abydos Conference – Spring 2017	PO confirmation and workshop request forms	100% of trainings will be redelivered to campuses to assist development of the ELAR programs on campus or at the district level.	Training Requests; Data Conference feedback EOY department evaluation	4
1 2 4	<b>ELA/Reading 4: Supplemental Training for Curriculum</b>	<ul style="list-style-type: none"> <li>▪ Provide training and support for the implementation of the reading and writing curriculum and research-based strategies for targeted teachers (including SIOP <i>Spring Board Prentice Hall Imagine It Abydos Exploring Writing Traits Crates and Small-Group Reading Instruction – MS, Abydos Instruction, and Gretchen Bernabei strategies</i>) and additional supplemental resources).</li> </ul>	ELAR Coordinator; ELAR Specialist; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A Substitutes SEC \$18000 ELEM \$5000	Training in Fall 2016 & Spring 2016; Monthly pull-outs	Content leader meeting sign-in Sheets; <i>Workshop</i> reports certificates of training agendas and hand-outs	Student reading scores on assessments will show improvement by 10% annually. Student writing scores on assessments will show improvement by 10% annually.	Walk-throughs; District benchmark data; state assessments; BOY MOY and EOY Writing Snapshots/Protocols	2 8 9 10

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1 2 4	<b>ELA/Reading 5: Assessments</b>	Develop implement and evaluate benchmark assessments to guide reading & writing classroom instruction and interventions.	ELAR Coordinator; ELAR Specialist; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A	Fall 2016; Test - Nov. & Jan. - Feb. Evaluate – Feb. - June 2016	Content leader meeting sign-in sheets; PLCs; master schedule benchmark data	Student ELAR scores on assessments will show a 10% improvement annually in reading and writing for all grade levels tested.	District/campus benchmark data; benchmark assessments & state assessments;	2 8 9 10
1 2 4	<b>ELA/Reading 6: Resources &amp; Technology</b>	Provide reading and writing resources that integrate technology to enhance 21 <sup>st</sup> Century skills in the classroom. (i.e. Web 2.0 Tools Apps <i>iStation Edgenuity PEG Writing APEX and Compass</i> )	ELAR Coordinator; ELAR Specialist; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A	Fall 2016 (after Sept) Spring 2017	Benchmarks; TA TEKS assessment	Increase 10% on state assessment scores.	TA TEKS evaluations; District/campus benchmark and state assessments	2 8 9 10
1 2 4	<b>ELA/Reading 7: Professional Development for Targeted At-Risk Populations</b>	Provide timely professional development opportunities in reading and writing instruction curriculum compliance state assessment and accountability with a focus on ELL Special Education and struggling students	ELAR Coordinator; ELAR Specialist; Collaborative-ELL Specialists; SPED Specialists	SCE; Title 1; Title 2A	Fall 2016 - Spring 2017; Summer 2017	Certificate of training sign-in sheets; agendas; minutes	Student ELAR scores on assessments will show a 10% improvement annually in reading and writing for all grade levels tested.	Survey of ELAR teachers state accountability and federal accountability	2 4 5 8 9 10
1 2 4	<b>ELA/Reading 8: System Safeguards</b>	Target 3 <sup>rd</sup> , 5 <sup>th</sup> , 6 <sup>th</sup> , 4 <sup>th</sup> , 7 <sup>th</sup> , 9 <sup>th</sup> & 10 <sup>th</sup> grade levels for interventions and strategies to teach effective writing and instructional delivery. ( <i>Abydos</i> STAAR Writing Training and <i>Abydos</i> 3-week Academy Summer 2015 Gretchen Bernabei Expository Writing for STAAR and Life Gretchen Bernabei Train-the Trainer <i>Abydos</i> Train-the-Trainer)	ELAR Content Coordinator; ELAR Specialist; Abydos STAAR Writing TOT	SCE; Title 1; Title 2A	District PD days; Summer 2017	Certificate of training sign-in sheets; agendas; minutes	Schools who previously missed system safeguards in writing will meet 100% of all measures on PBMAS for writing.	State accountability and federal accountability (through PBMAS).	2 4 5 8 9 10



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1 2 4	<b>ELA/Reading 9: System Safeguards</b>	Target Special Education & ELL populations for interventions and strategies to teach effective reading/writing instructional delivery.	ELAR Content Coordinator; ELAR Specialist; Content Leaders	SCE; Title 1; Title 2A	District PD days; Summer 2017;	Certificate of training sign-in sheets; agendas; minutes	District will meet 100% of all system safeguards in writing. District will meet 100% of all indicators PBMAS for reading and writing.	State accountability and federal accountability (through PBMAS).	2 4 5 8 9 10
1 2 4	<b>ELA/Reading 10:</b>	Provide training and support for the implementation of the reading and writing curriculum and research-based strategies for targeted teachers (including SIOP, <i>Spring Board</i> , <i>Prentice Hall</i> , <i>Imagine It</i> , <i>Abydos Exploring Writing</i> Expository Writing Traits Crates and Small-Group Reading Instruction, Gretchen Bernabei Expository Writing – MS and Saxon Phonics) and additional supplemental resources).	ELAR Coordinator; ELAR Specialist; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A Substitutes SEC \$18000 ELEM \$5000	Training in Fall 2016 & Spring 2017; Monthly pull-outs	Content leader meeting sign-in Sheets; <i>Workshop</i> reports certificates of training agendas and hand-outs	Student reading scores on assessments will show improvement by 10% annually. Student writing scores on assessments will show improvement by 10% annually.	Walk-throughs; benchmark assessments; state assessments; BOY MOY and EOY Writing Snapshots/Protocols	2 8 9 10
1 2 4	<b>ELA/Reading 11: Assessments</b>	Develop implement and evaluate benchmark assessments to guide reading & writing classroom instruction and interventions.	ELAR Coordinator; ELAR Specialist; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A	Fall 2016; Test - Nov. & Jan. - Feb. Evaluate – Feb. - June 2017	Benchmarks, content leader meeting sign-in sheets; PLCs; master schedule benchmark data	Student ELAR scores on assessments will show a 10% improvement annually in reading and writing for all grade levels tested.	District/campus benchmark assessments & state assessments;	2 8 9 10
1 2 4	<b>ELA/Reading 12: Resources &amp; Technology</b>	Provide reading and writing resources that integrate technology to enhance 21 <sup>st</sup> Century skills in the classroom. (i.e. Web 2.0 Tools Apps <i>iStation</i> & <i>Edgenuity Compass APEX and Achieve 3000</i> )	ELAR Coordinator; Instructional Coaches; Secondary Teachers; Content Leaders	SCE; Title 1; Title 2A	Fall 2017 (after Sept) Spring 2017	Benchmarks; TA TEKS assessment	Increase 10% on state assessment scores.	TA TEKS evaluations; District/campus benchmark assessments; state assessments;	2 8 9 10

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2 4	<b>English Learner 1: Professional Development [Instruction]</b>	Provide essential and/or supplemental professional development towards research-based techniques to support language development and content knowledge acquisition.	Multi-Language Director and ELL Specialists	Local Fund 161 and/or Title III Fund 263	August 2016- August 2017	Sign-In Sheets Eduphoria Summary reports Training certificates	Increase in: Benchmark scores Common Assessments TELPAS Ratings and passing rate in STAAR Assessment PDAS	TELPAS Summative Reports (Scores) Texas Academic Performance Report (STAAR)	2 3 4 9
4	<b>English Learner 2: Professional Development [Instruction--LEA]</b>	Further enhance LEA knowledge or research-based bilingual/ESL and dual language programs in order to increase LEA capacity to support teachers and staff	Multi-Language Director and ELL Specialists	Title III Fund 263	August 2016- August 2017	Sign-In Sheets Eduphoria Summary reports Training certificates	Creation of the 2016-2017 Multi-Language Enrichment Program Guidelines	2016-2017 Multi-Language Enrichment Program Guidelines	2 3 4
2 4	<b>English Learner 3: Professional Development [Instruction-Progress Monitoring]</b>	Provide supplemental professional development in progress monitoring of EL students including effective use of data (example iLit ELL, Saxon Phonics) to modify programs and improve instruction	Multi-Language Director and ELL Specialists	Title III Fund 263	August 2016- August 2017	Sign-In Sheets Eduphoria Summary reports Training certificates	Increase in: Benchmark scores Common Assessments TELPAS Ratings and passing rate in STAAR Assessment PDAS	TELPAS Summative Reports (Scores) Texas Academic Performance Report (STAAR)	4
4	<b>English Learner 4: Professional Development [Operation]</b>	Provide professional development to develop to extend and/or to supplement the implementation of program design as well as the proper application of processes policies and procedures regarding Dual Language 50/50 One-Way and ESL education	Multi-Language Director and ELL Specialists Region 20	Local Fund 161 and/or Title III Fund 263	August 2016- May 2017 Monthly support	Sign-In Sheets Emails Meeting Agendas Eduphoria Schedules 1200 Report	Increase participation in the offered bilingual & ESL program models Decrease of parent denials	Conferences Meeting Walk-throughs	3 4
3	<b>English Learner 5: Professional Development</b>	To provide supplemental professional development to ensure proper documentation of Title 3 Part A compliance requirements.	Multi-Language Director	Title III Fund 263	October 2016 –July 2017	Training certificates TxEIS Inquiry	Accurate % of budget allocation and expenditures	End-of year program and budget	2 4

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	[Compliance]					Information for All Accounts reports		review	10
2	<b>English Learner 6: Instructional Materials/ Resources</b>	To provide or to upgrade curricula instructional materials educational software (like iLit ELL) and/or instruction programs for the achievement of English learners	Multi-Language Director and ELL Specialists	Local Fund 161 and/or Title III Fund 263	August 2016- June 2017	Purchase orders inventory sheets and invoices	Increase student performance on STAAR TELPAS ratings	TELPAS Summative Reports (Scores) Texas Academic Performance Report (STAAR) AMAO Report PBMAS Report	9
1 2 3 4	<b>English Learner 7: Materials</b>	Provide necessary and/or supplemental instructional and/or operational materials to support the implementation of EL language programs (IPT, IOWA)	Multi-Language Director and ELL Clerk	Local Fund 161 and/or Title III Fund 263	August 2016- August 2017	Purchase orders inventory sheets and invoices	100% of purchased materials will be used by and for the Multi-Language Teachers and staff for continued support for ELL students	End-of-year budget review	2
3 4	<b>English Learner 8: Personnel</b>	Provide personnel to support Multi-language programs at the district and campus levels with curriculum implementation effective instructional strategies professional development and data analysis. (3 specialists & 1 coordinator)	Multi-Language Director	Local Fund 161 and/or Title III Fund 263	Sept. 2016- Aug. 2017	Job Descriptions schedules invoices to Region 20	Visit campuses	Walk-throughs	3

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1	<b>English Learner 9: Family/ Community Involvement</b>	Promote and or provide community participation program family literacy and/or parent outreach and parent training activities	Multi-Language Director	Local Funds 161 and/or Title III Fund 263	Aug. 2016-Aug. 2017	Agendas survey results	Increased number of EL students and families who attend parent meeting/ activities	Parental Surveys	6
1 2	<b>English Learner 10: Translation</b>	Provide and contract translation services at the District level  [if parent supplement then eGrant Part 6.A.5]	Multi-Language Director and ELL Clerk	Local Funds 161 and/or Title III Fund 263	Sept. 2014-Aug. 2015	Purchase order copies of translations invoices	100% of all ELL required campus/district information will be provided in both English and Spanish	Translation review	6
4	<b>English Learner 11: Building Capacity</b>	Build capacity among personnel supporting the EL by providing opportunity for training of trainers and/or stipends/reimbursement for endorsements and/or certifications in relevant areas such as ESL endorsements Bilingual certifications and SIOP trainer certifications.	Multi-Language Director	Local Fund 161	Aug 2016-Aug 2017	Enrollment ticket test results SBEC posted certification certificates of completion	Increased number of teachers and staff with ESL endorsements Bilingual Certifications and SIOP trainer certificates	Teacher certification/ endorsement roster TxEIS personnel certification report	3
2	<b>External Programs 1: Private Non-Profit</b>	Provide comparable Title 1 funding to Private Non-profit schools which have enrolled Southwest ISD students.	Exec. Dir. Of Federal Programs & School Improvement	Title 1 Funds - \$27000 Region 20 Coop \$100000	October 2016--May 2017	Crosswalk PNP documentations attestations	100% of all SWISD students who meet Title 1 requirements attending PNP schools will be comparable funded.	PNP attestations and per student Title 1 allotment funding	10
5 6	<b>Fine Arts 1: Professional Development</b>	Provide Professional Development with opportunities for teachers to deliver subsequent trainings to personnel (to include memberships)	Director of Fine Arts	\$7000 local funds	August 2016-July 2017	Purchases Orders Workshop Request forms Certificates or sign-in sheets	100% of fine arts teachers will participate in external professional	External workshop monitoring on Workshop and	4

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							development annually.	memberships.	
6	<b>Fine Arts 2: Professional Development</b>	Monitor and provide appropriate feedback to Fine Arts teachers	Director of Fine Arts	Local \$1125	Once per semester; two for new fine arts teachers	Travel Allowance reimbursement logs sign in sheets at each campus posting of observations in the C & I Campus Areas emails to teachers and Principals.	100% of all fine arts teachers will receive feedback on observations and implementations of program directives.	Rubric for feedback	4
6	<b>Fine Arts 3: Professional Development</b>	Provide District Professional Development and learning opportunities.	Director of Fine Arts	\$3000 Local Funds	August October January April	Professional Development calendar Sign in Sheets Contracts for Consultants	100% of Teachers will attend district Professional Development trainings on staff development days.	Rubric for feedback.	4
4 5	<b>Fine Arts 4: Fine Arts Academy</b>	Provide a Fine Arts Summer Academy for grades 3 <sup>rd</sup> – 12 <sup>th</sup> (elementary music art theater mariachi band dance and choir): <ul style="list-style-type: none"> <li>▪ Salaries</li> <li>▪ Consultants</li> <li>▪ Supplies</li> </ul> Transportation	Director of Fine Arts/Fine Arts Clerk	\$100000 local funds	June 2017	Fine Arts Summer Academy Brochure attendance of students hiring of teachers Academy performances and shows.	Increase the number of students participating in the Academy by 5% annually.	Teacher Feedback	6
5 6	<b>Fine Arts 5: General Supplies &amp; Travel</b>	<ul style="list-style-type: none"> <li>▪ Provide for supplies repair consulting contracted services &amp; transportation necessary to support Fine Arts programs.</li> </ul>	Director of Fine Arts all teachers with budget accounts and Fine Arts Clerk	\$426000 local funds	September 2016- August 2017	Purchase orders invoices and TxEIS reports	Teachers will receive instructional support for materials transportation and services within one week of activity timeline.	Comparison of date of need and date of support.	10

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4	<b>Fine Arts 6: Auditorium</b>	Assure SWHS Auditorium maintenance and event facilitation.	Director of Fine Arts HS Theatre Facilitator	\$13500 local funds	September 2016- August 2017	Payroll for ushers and auditorium management Purchase orders for supplies	Inspection of the Auditorium following each event (100% of the time no matter who uses this facility).	Periodic inspection of the Auditorium by Dir. of Fine Arts positive feedback for auditorium events.	10
5	<b>Fine Arts 7: Tutoring Program</b>	Maintain and monitor the Fine Arts Tutoring program in band and mariachi.	Director of Fine Arts Facilitator of Bands and Mariachi	\$166149 local funds	September 2016- August 2017	Payroll and Kronos for Fine Arts Tutors	100% of all band and mariachi programs will have tutoring throughout the year for students fully funded by the SWISD.	Improvement of individual student and program success in adjudicated events improved quality of school and community performances	10
3 5	<b>Fine Arts 8: Personnel</b>	Provide District support to the fine arts programs.	Director of Fine Arts	\$125000 Local Funds	September 2016- August 2017	Payroll and evaluations	100% of all fine arts programs will be supported.	Appropriate payroll consequent budget expenditures	8 10
1 5	<b>Fine Arts 9: Expanding District Fine Arts</b>	Fine Arts programs will grow in enrollment size and quality by ever-expanding fine arts opportunities for students to perform and create.	Director of Fine Arts	Local Funds \$10,000	August 2016-June 2017	TXEIS SWISD Data	5% Increased enrollment in Fine Arts programs	Larger enrollments in Fine Arts and increased number of performances and displays.	2 10
2 4	<b>Fine Arts 10: Competitions</b>	Provide opportunities for students to compete within the school, district, region, state, and national levels in a positive, meaningful ways with progressive results.	Director of Fine Arts	Local Funds \$20,000	August 2016-June 2017	Attainment of program goals; HB5 Rubric Governing body evaluations (UIL, TMEA, VASE, competition	Fine Arts programs recognized in top tier of evaluations and contest results	Improvement of individual student and program success in adjudicated events improved	8 10

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						results, One Act Play, AAA, STALL, etc.		quality of school and community performances	
1 6	<b>Fine Arts 11: Curriculum</b>	Provide curriculum and resources that meet the Fine Arts teacher's needs to teach the Fine Arts TEKS of their respective strands and grade levels. <ul style="list-style-type: none"> <li>▪ State Adopted</li> <li>▪ Authentic</li> </ul>	Director of Fine Arts	IMA Funds \$150,000 Local Funds \$20,000	August 2016-June 2017	Attainment of program goals; HB5 Rubric	Fine Arts programs recognized in top tier of evaluations and contest results	Improvement of individual student and program success in adjudicated events improved quality of school and community performances	3 5
3 5	<b>Fine Arts 12: Parent and Community Engagement</b>	Facilitate and provide parent and community engagement opportunities through performances, communications, participation in clubs, and/or additional parent engagement activities.	Fine Arts Teachers	Local \$5000	August 2016-June 2017	Performance attendance, email, phone logs, meeting agendas and sign in sheets	Each teacher will participate or facilitate at least two parent engagement activities per semester.	Results from performance feedback, surveys, or attendance data.	6
2 3 5	<b>Fine Arts 13: Decision Making</b>	Participate in decision-making and hiring practices for campus fine arts programs, positions, scheduling, course selection, budgeting, and campus resources/facilities.	Director of Fine Arts	Local \$100,000	August 2016-June 2017	Communication and collaboration with District Central Staff and Principals	100% of campuses will be fully funded for all strands and genres of the Fine Arts in hiring, funding, scheduling, and other resources.	Fine Arts funding, staffing, scheduling protocols as described in the SWISD Fine Arts Handbook.	2 8 10
1 2	<b>Gifted &amp; Talented 1: Student Assessment</b>	Identify GT students through a referral process series of ability & academic assessments and data review. <ul style="list-style-type: none"> <li>▪ All GT identified students will have testing results and areas of strength available to teachers for use in instruction goal setting and planning for activities. Universal testing and kinder screening as strategies to</li> </ul>	Director of Advanced Academics	\$24,000 (GT funds) for subs materials testing proctors scoring	Fall 2016 and early Spring 2017 with continuous testing available as needed	ReferralForms; GT rosters; GT identification data; GT folders; lesson plans	Increase identified GT students & talent pool students to 10% of student population.	GT Timeline; Testing Results	3

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		build school GT populations. Investigate new assessment instruments to replace out of norming tests.							
1 2 4	<b>Gifted &amp; Talented 2: Service Design</b>	Increase under-represented populations in GT through special training with administrators, teachers and counselors.	Director of Advanced Academics	\$24,000 (GT funds) for subs materials testing proctors scoring	Fall 2016 and early Spring 2017 with continuous testing available as needed	Number of GT identified students percentages populations; Demographics data	GT identified students will be within 5% of mirroring the SWISD population percentage.	GT demographic data; historical GT data sign in sheets/ training agendas	3
1 2	<b>Gifted &amp; Talented 3: Service Design</b>	Analyze data and create intervention strategies to assure that all GT students meet Final Level II or Level III Advanced on STAAR & EOC Assessments.  Assure that GT students meet College Readiness benchmark on College Board Pathway Assessments (ReadiStep PSAT SAT) ACT and TSI.	Director of Advanced Academics	\$6,700 Subs for PLG	Winter 2016	Agendas & sign in sheets from meetings data charts & analyses strategy plans	90% of all GT students will meet Final Phase In Level II or Advanced Level III on the majority of STAAR & EOC Assessment [Index 3 & Index 4].	Quarterly assessments student performance STAAR/ EOC/SAT/ PSAT/ACT/ TSI	2 8
1 2	<b>Gifted &amp; Talented 4: Service Design</b>	Analyze data and create intervention strategies to assure that GT students meet College Readiness benchmark on College Board Pathway Assessments (PSAT SAT) ACT and TSI.	Director of Advanced Academics	\$6,700 Subs for PLG	Winter 2016	Agendas & sign in sheets from meetings data charts & analyses strategy plans	90% of all GT students will meet College Ready Level on PSAT, SAT, ACT, & TSI Assessment.	Quarterly assessments student performance EOC/SAT/ PSAT/ACT/ TSI	2 8
1 2	<b>Gifted &amp; Talented 5: Service Design</b>	Provide two full time itinerant teachers to each serve 11 elementary campus to support providing 40+ minutes bi-weekly (2/month) of GT enrichment & support classroom teachers in providing core content differentiation in students identified area(s) of strength.	Director of Advanced Academics GT	\$130000 (GT funds) for salaries	School year 2016 - 2017	Year at a glance curriculum plan for enrichment for TPSP completion; itinerant teacher log of campus hours/work student work student portfolios student led exhibitions	All student will complete projects for TPSP portfolio and exhibition/ student-led conferences	Campus admin & teacher & parent feedback	2 8



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1 2	<b>Gifted &amp; Talented 6: Curriculum &amp; Instruction</b>	Restructure the Dragon Tales Project to parallel the rigor of a TPSP by including major research component to develop "expertise" in an area of student choice with a global connection	Director of Advanced Academics GT Itinerant & Campus GT Teachers campus leadership	\$10,000  Awards supplies & Consulting support	School year 2016 - 2017	Year at a glance curriculum plan for enrichment for TPSP completion; itinerant teacher log of campus hours/work student work student portfolios student led exhibitions	100% of all campuses will participate in the Dragon Tales event.	Itinerant teacher campus admin & teacher & parent feedback	2 8
1 2	<b>Gifted &amp; Talented 7: Curriculum &amp; Instruction</b>	Provide opportunities for students to experience GT related activities in and out of school including GT Summer Academy for up to 150 students grades 1 – 5 to include 8 <sup>th</sup> grade students in Core Complete College Experience	Director of Advanced Academics GT	Resources registrations/ entry fees & Transportation-\$25,000 (GT Funds) \$15,000 (Title I)	School year 2016 - 2017	Rosters & sign-in sheets; Lesson Plans & flyers; Competition rosters; event programs	Increase the number of students participating in GT related experiences/ activities by 20% annually.	Participation data student surveys and reflections; PR related artifacts documenting student "in the moment" thoughts	3
1 2 4	<b>Gifted &amp; Talented 8: Professional Development</b>	Provide GT professional development: <ul style="list-style-type: none"> <li>▪ Complete annual district-wide training/PD audit for data for needs assessment</li> <li>▪ Continue to provide 30 hours Foundation Training for teachers through Region 20</li> <li>▪ Continue to provide training for renewal GT hours (6) annually covering a wide array of topics</li> <li>▪ Continue to provide annual updates for administrators and counselors in Admin foundation &amp; special topics.</li> </ul>	Director of Advanced Academics	Region 20 Co-Op & Consultants \$10,000 TAGT \$8,000	August 2016 – July 2017	Sign-in sheets; certificates in Eduphoria & GT Notebook section; Region 20 records; student rosters; and master schedules; TPSP implementation calendar/year at a glance; differentiation for GT in lesson plans	100% of all teachers instructing GT students in core content areas will be  100% of GT trained teachers will be up-to-date on renewal hours.  All Admin will complete 6 hour admin update annually	Training certificate documentation Classroom observations Student feedback Student performance on regular assesses. & TPSP Exhibitions of learning & student led conferences	3 4
1 2	<b>Gifted &amp; Talented 9: Family &amp; Community Involvement</b>	Provide opportunities for parents to learn about SWISD programs and strategies for supporting students; provide opportunities for parents and community to celebrate through student exhibitions & student-led conferences	Director of Advanced Academics GT	\$1,000 supplies/ printing	August 2016 – July 2017	Sign-in sheets school calendars programs website screen shots newsletters meeting sign ins and agendas	100% of all parents will receive communication about the SWISD GT program and opportunities.	Attendance at events; student & parent feedback & questions;	6 10

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1 2 4	<b>Guidance &amp; Counseling 1: Social Services</b>	Provide social services at the campus level to all students' parents and community members.	Coordinator of Guidance and Counseling	Title I – (\$200000) (SCE - \$200000)	Daily from Mid-August – July	Lesson plans curriculum purchase orders newsletters and/or flyers training sign-in sheets & agendas web pages and calendars	100% of all students and parents will have social service needs or information about services.	Training evaluations; observations; and student & parent feedback.	2 4 6 9 10
1 2 4	<b>Guidance &amp; Counseling 2: Personal Graduation Plans</b>	Train all campus administrators and counselors to identify students' needs as they relate to the Personal Graduation Plans (PGP). Ensure all at-risk secondary students receive a PGP which is reviewed by student and parents annually.	Coordinator of Guidance and Counseling	Eduphoria (Title 1 - \$16000)	Annually Aug- June	Sign-in sheets; agendas; minutes; PGP completion on TxEIS	100% of all at-risk secondary students will have a PGP.	Completed PGP; data reports; clearing house	2 6 9
1 2	<b>Guidance &amp; Counseling 3: Anti-Bullying Program</b>	Establish an Anti-Bully Advisory Committee to address: Choose district wide preventive curriculum. Align with AHA-B to address the act of bullying	Coordinator of Guidance and Counseling	Title I Funds SCE Funds Local Funds - \$500	Monthly from Sept - June 2016	Meeting agendas sign-in sheets curriculum purchase order policies newsletters flyers and calendars	100% committee members will be present for all meetings and decisions. District wide policies will be in place and added to SWISD handbook by printing deadline.	Parental teacher and student surveys; baseline data; Guidance lesson plan and observations; sign-in sheets	2 4 6 9 10
1 2	<b>Guidance &amp; Counseling 4: Anti-Bullying Program</b>	Establish an Anti-Bully Advisory Committee to address: <ul style="list-style-type: none"> <li>▪ Support district wide responsive measures to target bullying behaviors.</li> <li>▪ Provide Outreach to SWISD families and community to involve them in the above responses</li> </ul>	Coordinator of Guidance and Counseling	Title I Funds SCE Funds Local Funds - \$500	Monthly from Aug – June 2014	Meeting agendas sign-in sheets curriculum purchase order policies newsletters flyers and calendars	100% of all students will be instructed with the curriculum in the school year. 100% of all families and community members will receive information and support through campus activities.	Parental teacher and student surveys; baseline data; lesson plan and observations; sign-in sheets	2 4 6 9

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1 2	<b>Guidance &amp; Counseling 5: Character Education</b>	Provide support to campus for character education and Leader In Me (LIM).	Coordinator of Guidance and Counseling	Title I - \$40000 SCE - \$16000	Monthly from September - May	Lesson plans curriculum purchase order policies newsletters flyers certificates and calendars	100% of all students will be instructed in character education through Core Values or the Leader In Me.	Lesson plan; observations; and student survey	2 6
1 2 4	<b>Guidance &amp; Counseling 6: Professional Development</b>	Provide District Level support and training opportunities to campus personnel, counselors, administrators, teachers and district level personnel regarding guidance counseling master schedules social services and graduation requirements.	Coordinator of Guidance & Counseling	Personnel (SCE - \$70000) Travel (SCE - \$2000)	Annually Aug - July	Sign-in sheets; agendas; minutes; C&I Bulletin; flyers; certificates; Workshop	Ensure that 100% of all counselors administrators and district level personnel support campuses.	Training Data Bank; evaluation; program evaluation; DNA	2 4 6 9 10
2	<b>Guidance &amp; Counseling 7: Interventions Personal Graduation Plan (CAP)</b>	Improve CTE students identified as SPED/LEP in academic performance both in the classroom and on STAAR	Director CTE SE AP LEP AP	\$2000 (161)(trainer costs)	School Year 2014-15	Documented monthly meetings Identification of all respective sub-pop at-risk students establishment of data collection method.	75% of CTE-coded sub-pops will meet expectations on state assessments	District/campus benchmarks & common assessments state/local/ National accountability assessments	9
1 2 4	<b>Highly Qualified Staff 1</b>	Recruitment practices such as going to job fairs allowing student teachers partnering with institutes of higher learning and using the competitive salaries will be implemented to attain and attract Highly Qualified personnel for all subject areas and grade levels.	Asst. Superintendent of Human Resources & Director of HR	Local Funds	Throughout the school year	Highly Qualified Report	Increase in accountability test scores	teacher retention and PDAS evaluations	3 4 10
1 2 4	<b>Highly Qualified Staff 2</b>	Annually the Division of HR will verify the highly qualified status of all employees. Principals will verify this status with the Areas of Certification Worksheet.	Asst. Superintendent of Human Resources & Director of HR	Local Funds	Completion by the end of October	100% of all SWISD Teachers will meet the HQT requirements	Meeting job performance criteria on PDAS	Highly Qualified Report submitted to the SWISD Board of Trustees	3 4 10

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1 3 4	<b>Highly Qualified Staff 3</b>	Provide on-going professional opportunities to train new and existing principals on instructional practices coaching team building and school leadership.	Asst. Superintendent of Human Resources & Director of HR	Title 2 Funding \$6000	November	Sign-in sheets; agendas; minutes; C&I Bulletin; flyers; certificates; Workshop	Ensure that 100% of all administrators are notified about training opportunities in instructional practices coaching team building and school leadership.	Eduphoria Workshop Transcripts	3 4 10
1 3 4	<b>Highly Qualified Staff 4</b>	Provide on-going professional opportunities to train new and existing teachers and paraprofessionals on NCLB requirements instructional practices coaching team building and school processes. NCLB ESLE endorsement	Director of HR	Title 2 Funding \$6000 Title III \$3000	November - Summer	Sign-in sheets; agendas; minutes; C&I Bulletin; flyers; certificates; Workshop	Ensure that 100% of all teachers and paraprofessionals are notified about training opportunities to meet highly qualified status.	Eduphoria Workshop Sign In Sheets	3 4 10
1 5 6	<b>Instructional Technology 1</b>	Build teacher capacity in digital literacy through targeted training, professional learning, and collaboration.	Director of Instructional Technology	Title 2A \$1000	August 2016-June 2017	Submitted SW STAR chart, baseline progress	Increase in teacher ratings on at least one area on the SW STAR chart.	SW STAR data report per teacher at each campus	2 4 10
1 5 6	<b>Instructional Technology 2</b>	Support the district initiative at the campus level for instructional technology: <ul style="list-style-type: none"> <li>▪ Implementation of 1-to-1 at elementary campuses for devices</li> <li>▪ Begin transition to Google Apps for Education</li> <li>▪ Support to middle school on-line technology interventions</li> </ul>	Director of Instructional Technology	Update, repair, replace, and add devices (Bond/Local)	August 2016 – June 2017	Walk-Thrus IT Observations Tech Facilitator meetings and updates; data reports,	100% of the district initiatives will be completed by October 31 <sup>st</sup> .	Survey, evaluation from district initiative CNA, and program evals from interventions	2 4 10
1 5 6	<b>Instructional Technology 3</b>	Facilitate Tech Facilitators on all campuses to manage technology, assist with training, and organize aspects of instructional technology on campus including maintenance of campus webpages.	Director of Instructional Technology	Stipend - \$32000 Local Funds	Beginning Aug 2016; meeting monthly	Sign-in sheets and agendas for each TF meeting and training; maintenance of campus	100% of campuses will use technology resources to meet initiatives including	Annual performance measures	2 4 10

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						webpages; Classroom site for Tech Facilitators	maintaining a website		
1 5 6	<b>Instructional Technology 4</b>	Developing instructional technology policies and procedures for the district and campus use to guide purchases, inventory, disposition, and social media.	Director of Instructional Technology	Google, Computer, internet, and state level trainings	Aug 2016 - June 2017; updated monthly	Procedures and guidelines posted on Intranet Site; Policies and updates (board approved) located in Intranet site; sign-in sheets agendas and minutes	100% of all instructional staff adheres to tech. procedures guidelines and policies. Decrease number of infractions of the Acceptable Usage Policy by 1% annually.	Survey of Tech Facilitators and Instructional Technology Specialist annually. Record of infractions and types of infractions annually.	2 4 10
1 5 6	<b>Instructional Technology 5</b>	Provide ongoing professional development and fall professional development training to administrators and campus instructional staff to enhance 21st Century skills integration of technology and meet college readiness standards (including attending innovative trainings and conferences for technology).	Director if Instructional Technology	Consultants - \$10000 (SCE/Title1/ Title 2A); Project Share; internet; computers; iPads Interactive Board Training - \$5000 (Title 2A)	Fall PD days Super Saturdays, Spring PD Days, Summer training events	Workshop reports; sign-in sheets, agendas and minutes; electronic attachments, uploads, Google Classroom resources, TechFlix intranet site	Increase level of proficiency (score) on administrative & teacher STAR (or equivalent) Chart reports by 1 annually.	STAR (approved alternate) chart self-evaluation report and campus data	2 4 10
1 5 6	<b>Instructional Technology 6</b>	Attend ongoing professional development participate in professional meetings and investigate technology systems to enhance the Instructional Technology Programs and provide innovative & effective trainings for district personnel. <ul style="list-style-type: none"> <li>IT staff will attend state and national conferences/trainings (i.e. TCEA Simple K12 ISTE Tots &amp; Tech Texas ASCD)</li> </ul>	Director if Instructional Technology and Instructional Technology Specialist	Conference - \$8000 (IMA/Title1/ Title 2A/ Local); Training - \$6000	Redelivery of conference information or trainings will occur within 1 month of the activity.	Workshop sign-in sheets agendas and minutes; Purchase orders flyers and certificates	Increase satisfactory rating on Instructional Technology Programs on the end of year surveys (HB5) by administrators and teachers.	EOY Survey (HB 5)	2 4 10

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1 5 6	<b>Instructional Technology 7</b>	Assist campuses with procurement processes for materials software and equipment for effective training and classroom instruction (including apps) to enhance TA TEKS performance & academic success. (IE. Splashtop, Google Apps for Education, etc.)	Director if Instructional Technology	Title 2A Funds (\$1000) IMA Funds (\$15000)	Update apps and software monthly as training is completed. Training materials will be ordered 3 weeks prior to training.	Training minutes and agendas will include new materials list and intent.	Increase in academic success by 5% on state assessments.	STAAR data	2 4 10
1 5 6	<b>Instructional Technology 8</b>	Utilize Instructional Technology personnel to manage, train, model, and support all technology based instructional programs on campuses/district. <ul style="list-style-type: none"> <li>▪ Staff Payroll</li> <li>▪ Travel</li> <li>▪ General Supplies</li> </ul> Technology	Director of Instructional Technology	Staff - \$300,000 IMA Funds  Local Staff & Travel \$80,000	Payroll monthly	IT Schedules, emails, time logs, calendar, priority matrix and meeting minutes and agendas	Decrease in the number of support requests by 10% on each campus annually (Baseline year)	Support log data and IT evaluations	2 4 10
2 4	<b>Library Services 1</b>	Provide staff development opportunities for library staff to attend workshops at ESC 20 Texas Library Association annual conference or local district staff development	Library Director	No cost or local funds	August 2016 – June 2017	Eduphoria Sign-in sheets; in-service request forms; Agendas	Staff will utilize available online resources to help supplement the curriculum	Compliance Documents; EOY review	4
4	<b>Library Services 2</b>	Available online resources training for staff	Library Director Professional Librarians	Local funds	August 2016 – June 2017	Eduphoria Sign In sheets faculty meeting sign in sheets Agendas	Staff will utilize available online resources to help supplement the curriculum	Compliance Documents; EOY review	6
1 2	<b>Library Services 3</b>	Provide personnel Library Services to ensure the development of process growth of library services and compliance with all guidelines. <ul style="list-style-type: none"> <li>▪ Director of Library Services</li> </ul>	Director of Library Services	Local Funds: Staff - \$90000  General Supplies \$10000	August 2016- 2017	Payroll schedules Library Service documents and compliance documents	100% of all libraries will be in compliance with guidelines or on compliance growth plans due to construction.	Compliance Documents; EOY review	4

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1 2	<b>Library Services 4</b>	Provide programs to enhance the libraries ability to perform library activities and increase literacy for students. <ul style="list-style-type: none"> <li>▪ Tumble Books subscription</li> <li>▪ Little Read Wagon Literacy Program</li> <li>▪ Follett Titlewise Tool</li> <li>▪ TexQuest</li> <li>▪ Book Fairs</li> <li>▪ BiblioTech</li> <li>▪ Webpath Express</li> <li>▪ OPAC</li> </ul>	Director of Library Services	General Supplies \$10000	August 2016 – June 2017	Calendar of events purchase order flyers and inventories	100% of all libraries will complete library inventories and needs assessments annually.	Compliance Documents; EOY review	2
1 2	<b>Library Services 5</b>	Provide access to Libraries as an extended learning opportunity and to increase literacy out-reach to students.	Director of Library Services	Title Funds: Staff - \$10000 General Supplies \$5000	March 2017 – June 2017	Payroll schedules Library Service and sign-in sheets	(Baseline) To have at least 20 people utilize the extended library program daily.	Sign-in sheets and participant surveys	6 9
1 2 4	<b>Mathematics 1: Planning</b>	Develop and utilize the SWISD curriculum guide, year at a glance, district common assessments/benchmarks in Grades K-12 as the foundation for lesson planning, instructional delivery, and re-teaching.	Math Coordinator, Instructional Coordinators	SCE; Title 1; Title 2A	Completed by August 2016 and updated throughout the year as needed.	Forethought review of lesson plans; snapshot visits at campuses; common assessment and benchmark data; walk-through reports	Increase in benchmark and STAAR scores of 10% from 2015-16; 100% of Math teachers will be on track with the scope and sequence throughout the year.	Walk-throughs; Common assessments; benchmarks; state assessments	2 8 9 10
1 2 4	<b>Mathematics 2: Assessments</b>	Develop, implement, and evaluate benchmark assessments to guide mathematics classroom instruction and reteach. <ul style="list-style-type: none"> <li>▪ All benchmarks will be aligned to TEKS and curriculum standards;</li> <li>▪ Benchmarks will be given in a designated testing window;</li> </ul>	Math Coordinator, Instructional Coordinators	SCE; Title 1; Title 2A	Begin development May 2016; implement and evaluate Fall 2016 and Spring 2017	District benchmarks; content meeting sign-in sheets; PLCs; data from district and benchmarks	Increase 10% on benchmarks; increase state assessment performance at all tested grade levels by 10%	District benchmarks; state assessments	2 8 9 10

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1 2 4	<b>Mathematics 3: System Safeguards</b>	Provide teachers content specific professional development incorporating effective instructional strategies that target ELL, special education, and struggling students.	Math Coordinator, Instructional Coordinators	SCE; Title 1; Title 2A	Fall 2016; Spring 2017; Summer 2017	District benchmark data; walk-through reports, sign-in sheets; certificates of training	District will meet 100% of all system safeguards in mathematics. District will meet 100% of all measures on PBMAS.	State accountability and federal accountability (through PBMAS)	2 8 9 10
1 2 4 6	<b>Mathematics 4: Professional Development</b>	Provide teachers with instructional support and professional development focusing on effective instructional strategies to promote student engagement and understanding of content, including utilizing the SWISD curriculum documents, TEKS resource system, implementing formative assessments, incorporating academic vocabulary, and using graphing calculators as an instructional tool in appropriate grade levels.	Math Coordinator, Instructional Coordinators	SCE; Title 1; Title 2a	Fall 2016; Spring 2017; Summer 2017	Certificate of training, sign-in sheets, agendas, minutes	Increase in benchmark and state assessment scores of 10% from 2016 to 2017	District benchmarks; state assessments; state and federal accountability (through PBMAS)	2 4 8 9 10
1 2 4 6	<b>Mathematics 5: Professional Development</b>	Provide professional development opportunities on data analysis of benchmarks and state assessments to improve Math instruction, goal setting, and student understanding.	Math Coordinator, Instructional Coordinators	Title 1; Title 2A; SCE	Fall 2016; Spring 2017; Summer 2017	Certificate of training, sign-in sheets, agendas, minutes	Increase in benchmark and state assessment scores of 10% from 2016 to 2017	Walk-throughs; District benchmarks; state assessments	2 4 8 9 10
1 2 4	<b>Mathematics 6: Resources &amp; Technology</b>	Provide Math resources and technology for teachers to integrate and enhance 21st Century skills in the classroom.	Math Coordinator	Title 1; Title 2A; SCE	Fall 2016; Spring 2017	District; benchmarks	Increase in benchmark and state assessment scores of 10% from 2016 to 2017	Walk-throughs; District benchmarks; state assessments	2 8 9 10
1 2 4	<b>Mathematics 7: Professional Development</b>	Provide professional opportunities and support to develop the math programs and instructional practices at the state, region, district, and campus levels. <ul style="list-style-type: none"> <li>▪ ASCD</li> <li>▪ CAMT</li> </ul>	Math Coordinator ; Consultants	Title 1; Title 2A; SCE Training (\$10,000) Travel (\$9,000)	Fall 2016; Spring 2017; Summer 2017	Certificate of training, sign-in sheets; agendas; minutes	Increase in benchmark and state assessment scores of 10% from 2016 to 2017; Increase	Conference feedback and evaluation; District benchmarks; state	2 4 8 9



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6		<ul style="list-style-type: none"> <li>▪ College Board</li> <li>▪ Region 20</li> <li>▪ SpringBoard</li> <li>▪ Everyday Math</li> <li>▪ McGraw Hill</li> <li>▪ Texas Instruments</li> <li>▪ TCPMC</li> <li>▪ Mentoring Minds</li> <li>▪ Math conferences</li> <li>▪ Site Visits</li> </ul>					the post-secondary readiness at campus/district level by 10%.	assessments; state and federal accountability (through PBMAS)	10
2 4	<b>Migrant 1: Student Leadership</b>	Provide all parents a copy of the PFS criteria, what it means, and implications for the student to ensure awareness.	Ed Spec Supervisors, Recruiters	Title 1 Funds	Aug 2016- June 2017	All parents who attend the Community Outreach Fair will be provided a copy in August. Parents who do not attend the Community Fair will be provided a copy.	PFS Criteria Letter, Sign in sheets from Community Outreach; recruiter logs	N/A	9 10
1 4	<b>Migrant 2: Parental &amp; Community Involvement</b>	Provide parents of PFS student's information about available community and/ or social services, knowledge of local and state requirements for promotion, graduation and post-secondary opportunities.	Ed Spec Supervisors, Recruiters, Tutors, District Designee Campus Designee, migrant tutors, ESC-20 MEP Team	Title 1 Funds	Aug 2016- June 2017	Community Outreach Fair, PAC meetings; individual meetings/phone calls with parents as needed (case by case)	Parent evaluations/ feedback, Counselor follow-up, tutor feedback, student feedback, agendas, sign-in sheets, tutor timesheets	N/A	6 10
1 2	<b>Migrant 3: Progress Monitoring</b>	Provide parents of PFS students an update on the academic progress of their child and collect and analyze sources of student data (transcripts, testing data) to determine progress toward graduation.	Ed Spec Supervisors, Tutors, District Contact, Campus Administrator or Campus Designee ESC Counselor,	Title 1 Funds	Aug 2016- June 2017 Year Round	Individual meetings/phone calls with parents as needed (case by case) Increased number of students completing partial credit and/or passing state	Parent evaluations/ feedback, Counselor follow-up, phone logs, email documentation, mail out list Increased	Region 20 data records state assessment scores	6 10

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			System Specialists, Migrant tutors			assessments. Not on time for Graduation Report.	number of students completing partial credit and/or passing state assessments.		
1 2	<b>Migrant 4: Progress Monitoring</b>	Identify dropout students/ out-of-school youth (OSY) and provide information regarding options for obtaining diploma/ GED.	OSY Recruiter, Ed Spec Supervisor, District Designee	Title 1 Funds	Year Round	Identify and provide information regarding options to 100% of OSY students.	Supplemental Report, OSY Report, Student Termination Report.	N/A	2 9
1 2	<b>Migrant 5: Student Intervention</b>	Provide appropriate placement/ programs for students not meeting the state content standards or mastering TEKS objectives. Ex: tutoring, state assessments, remediation, Online migrant coursework, credit recovery (Nova Net, Plato, FLEX, night school, etc.), summer school, or community resources/ services.	District designee, Ed Spec, Ed Spec Supervisor, ESC Counselor	Title 1 Funds	Year Round	Increased number of students completing partial credit and/or passing state assessments. Partial Credit Report, Retention Report	Increased number of students completing partial credit and/or passing state assessments. Partial Credit Report, Retention Report	Region 20 datarecords state assessment scores	9 10
2 4 5 6	<b>Migrant 6: Building Capacity</b>	ESC-20 MEP staff and district staff will coordinate to provide resources and tools to promote student academic success and provide an opportunity for campus counselors to participate in the Migrant Counselor Overview session to analyze migrant student educational needs.	Ed Spec, Ed Spec Supervisor, Migrant Tutors, Recruiters, ESC Counselors	Title 1 Funds	Year Round	Identify and provide information regarding options to 100% of OSY students, Sign In sheets from overviews provided.	Supplemental Report, OSY Report, Student Termination Report. Increase the number of participants to this session by 100%.	N/A	4 8 10
2 6	<b>Migrant 7: Building Capacity</b>	Provide on-line and face to face opportunities for district/campus staff to attend staff development for enhancing their knowledge of the migrant student population including migrant student needs. Videos, Face to Face overviews.	Ed Spec Supervisor, ESC Counselors	Title 1 Funds	Year Round	Participant evaluations. Participant feedback. Sign-In sheets.	Increase the number of participants at the ESC sessions/ contact meetings by 100%.	N/A	4 8 9

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2 3 4 5	<b>Migrant 8: Programs &amp; Services</b>	Identify state, federal, and local programs that serve PFS students during the current school year in order to ensure migrant services are supplemental and provide district contacts with Priority for Services criteria and a copy of the PFS action plan to be included in their District Improvement Plan (DIP).	Ed Spec Supervisor, District designee	Title 1 Funds	Year Round July 2016	Completed Documentation for Supplemental Tutoring Form from each SSA district on file (or district version). Copy of DIP showing insertion of PFS Action Plan	Completed Documentation for Supplemental Tutoring Form from each SSA district on file (or district version).	N/A	2 10
1 2 3 4	<b>Migrant 9: Programs &amp; Services</b>	SSA districts will develop a set of written procedures that outline a variety of strategies for migrant students with late entry and/or early withdrawal and saved course slots in elective and core subject areas. (Required Activity "m") and provide SSA migrant contacts a copy of the PFS criteria, monthly updated NGS PFS reports, and expectation of procedures to follow with PFS students.	District Contact or appropriate district designee; Ed Spec Supervisors, System Specialists, District Designee	Title 1 Funds	Aug 2016- Nov 2016 Monthly	Written procedures from a group of SSA districts. Emails to district contacts with PFS Reports	All migrant students accounted for and serviced	N/A	2 10
5 6	<b>Migrant 10: Professional Development</b>	Participate and complete Annual Identification & Recruitment (ID&R) Training and New Generation System (NGS) for Recruiters Training and participate in Identification & Recruitment (ID&R) series days offered by ESC.	All ESC MEP Staff Ed Specs	Title 1 Funds	Aug 2016 or dates the online state training is released to May 2017	Online state trainings, NGS website ID&R & NGS Manuals and updated resources from TEA.	Certificates	N/A	2 4
5 6	<b>Migrant 11: Professional Development</b>	New employees attend MSIX training offered by ESC 20	Ed Specs	Title 1 Funds	Year round	TEA materials MSIX website	Certificates	N/A	2 4
1 2 3 5	<b>Migrant 12: Identification &amp; Recruitment</b>	Brainstorm and plan recruitment strategies for SSAs and Non Project districts and review roles & responsibilities of recruiters; finalize all forms, documents and logs that will be utilized. Disseminate and train on all forms, documents, and logs, etc.	MEP staff	Title 1 Funds	Year round By September 30, and as needed	ID&R manual and NGS reports	Increased identification of migrant students Recruiter meeting agendas Forms that meet Title I Part C Migrant	N/A	2 4 10

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							Compliance Report		
2 3 4 5	<b>Migrant 13: Identification &amp; Recruitment</b>	Contact potential/current eligible migrant families based on family survey leads or referrals and conduct community outreach and contact other federal agencies that serve migrant families; visit Local Growers and locate out of school youth including preschool aged children.	Recruiters including OSY Recruiters/ SEA / Reviewers	Title 1 Funds	Year round	Family, Growers Surveys Community agencies listings from leads or websites District personnel COEs; ID&R Manual suggested websites and other leads	Recruiter logs and certified letters sent to parents after three attempts to contact the family; completed COEs, Migrant 20: increase in Local Growers List, increase in OSY Identification & Recruitment videos Agency Resource List	N/A	2 6 7 10
2 3 4	<b>Migrant 14: Identification &amp; Recruitment</b>	Contact current eligible migrant families to determine if new qualifying moves have occurred. Complete new COEs as needed and review Family Surveys for potential eligible students. Follow procedures as outlined in MEP procedural manual.	Recruiters All ESC MEP Staff	Title 1 Funds	July 1- October 1 and as needed; Aug to Oct 31 for beginning of the year family surveys and year round	ID&R Manual & COE Family Reports, Procedure Manual, NGS, & school records.	Completed COEs for qualifying family surveys and documentation of contact attempts on First Contact Spreadsheet, Unique Student Count Report.	N/A	2 6 9
3	<b>Migrant 15: Identification &amp; Recruitment</b>	Recruiter will complete COEs and Supplemental Documentation Form (SDF) for all families with a new Qualifying Arrival Data (QAD) and submit to Eligibility Reviewer; SEA Reviewers review COEs and SDF for QADs after June 1, 2015 to ensure documentation to support all four critical components is included.	Recruiters / SEA / Reviewers, System Specialist	Title 1 Funds	Year round submit to reviewer within 3 working day from parent signature	ID&R Manual COE, SDF, SSA Procedures Handbook	Completed COE and SDF for all families having a new QAD, All children enrolled into NGS have been properly verified.	N/A	2 6 10

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2 3 5 6	<b>Migrant 16: Identification &amp; Recruitment</b>	Conduct Residency Verification to verify continued residency for all currently eligible children who have not made a new qualifying move during the current reporting period; and network with agencies that serve migrant families. Coordinate/network with local/regional organizations that provide services to migrant workers and their families by meeting with staff.	Recruiters, System Specialist, Ed Spec Counselor, OSY Recruiter/	Title 1 Funds	Sept 1 – Nov 1 or for 2 year olds turning 3: on or after 3rd birthday, & OSY, Year round	NGS Guidelines, ID&R manual NGS Reports, School Records and NGS, SSA Procedures Handbook	Monthly residency verification report; Community Outreach FAIR passports to visit agencies who provide services. Sign In Sheets from agencies attending our events.	N/A	2 4 6 8 10
2 3 4 5 6	<b>Migrant 17: Identification &amp; Recruitment</b>	Share and exchange information with parents, students, and district staff regarding High School Equivalency Program (HEP) and College Assistance Migrant Program (CAMP) sites and Teaching and Mentoring Communities (TMC); follow protocol for COEs that warrant further review by TEA as outlined in the ID & R Manual	MEP staff	Title 1 Funds	Year round	ID&R Manual / District Staff	Compliance with TEA requirements Sign in Sheets from SSA Contact meetings; and MEP Program Overviews.	N/A	2 6 8 9 10
1 2	<b>Parent Engagement 1</b>	Provide opportunities for parents to be more actively aware of students' progress and attendance by providing access to Parent Portal and receive daily absence calls.	Exec. Director of Student Services Parent Involvement Staff	PI Funds (Title 1 – 10% of Title funds)	Sept 2015 – June 2016	All parents/ guardians will have availability to the Parent Portal instruction on use and receive an absent call if student is not present at school.	Increase the number of parents using Parent Portal. By 10% annually.	Parental Surveys; Parental Portal data	2 3 9
1 2	<b>Parent Engagement 2</b>	Provide opportunities for parents to participate in school/district activities.	Exec. Director of Student Services Parent Involvement Staff	PI Funds (Title 1 – 10% of Title funds)	Sept 2015 – June 2016	Sign-in sheets agendas flyers PIF minutes leadership minutes.	Increase the number of parental involvement activities annually by 10%. Increase the number of	Parental surveys	2 3 9

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							parents/ guardians who participates in campus level activities by 10% annually.		
1 2	<b>Parent Engagement 3</b>	Create and disseminate District Parent Involvement Questionnaire with targeted questions relating to programs and Community Engagement (CaSE).	Exec. Director of Student Services	PIF Meetings (Title 1 funds -\$500) Sample Parent Involvement Questionnaire (Title 1 Funds- \$600)	Monthly Meetings End-of-the-Year Surveys Parental involvement training evaluations	SWISD Website CampusWebsiteD istrict-wide Distribution of Hard Copy	Increase in number of parents in attendance at campus Parent Involvement events (sign-in sheets) Increase in campus Parent Involvement events (documentation submitted) Increase in number of Parent Involvement questionnaires submitted (count per campus) by 10% annually.	Formative: Campus Visits Summative: Campus Parent Involvement Questionnaire responses Students' State assessment results at end-of-year	6
1 2	<b>Parent Engagement 4</b>	Parental Involvement Facilitators (PIF) will be given supplies resources and training for Title 1 compliance.	Parent Involvement Staff	Title 1 Funds Compliance Meetings Consumable supplies \$1000 per campus Resources \$2000	Sept 2015 – June 2016	Sign-in sheets agendas flyers conference notification and purchase orders.	Increase in number of parents in attendance at campus Parent Involvement events (sign-in sheets) Increase in campus Parent Involvement events documentation submitted	Formative: Campus Visits Parent Phone Calls Summative: Campus Parent Involvement Questionnaire Responses	6

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1 2	<b>Parent Engagement 5</b>	PIF's will be provided opportunities for workshops conferences and secure training/workshops for campuses. <ul style="list-style-type: none"> <li>▪ Parenting Programs</li> <li>▪ Cyber-bullying</li> </ul> Bullying	Parent Involvement Staff	Title 1 Funds Workshops/ Trainings \$2000/ campus	Quarterly Parent Trainings	Sign-in sheets agendas flyers conference notification and purchase orders.	Increase in number of parents in attendance at workshops/ trainings and conferences by 10%.	Formative: Training evaluations PI meetings Summative: Campus Parent Involvement Questionnaire Responses	6
1 2	<b>Parent Engagement 6</b>	PI staff will respond to parents and build relationships by addressing recognized needs and following through with these identified areas by parents on their questionnaires.	Parent Involvement Staff	PIF Funds (Title 1) About 1% of annual allotment	Quarterly Parent Trainings	Identification by Parent Involvement Staff of parent concerns as per their responses in Campus and District Parent Involvement events scheduled and held to target areas of concern as per parent responses in Parent Involvement Questionnaires	Increase in number of parents in attendance at campus Parent Involvement events by 10%. Increase in campus Parent Involvement events by 10%.	Formative: Campus Visits Parent Phone Calls Summative: Campus Parent Involvement Questionnaire Responses	6
1 2 4	<b>Parent Engagement 7</b>	All campuses will develop a Parental Involvement plan to increase parental awareness involvement and presences on campus and with students.School-Parent CompactCampus/District Parental Involvement PolicyCampus/District Survey	Director of Federal Programs Parental Involvement Facilitators Campus Administrators	Local Funds Title 1 Funds SCE Funds\$2000	Planning July– Nov Survey Jan –May	Parent School compact and parental involvement policy	100% of all SWISD campuses will annually create School-Parent Compacts Campus Parental Involvement Policies and actively involve parents in decisionmaking activities.	School Parent Compact; Campus Parental Involvement Policy; Campus/District Survey Results	6 10

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1 2 4	<b>Parent Engagement 8</b>	Activities and training opportunities will be planned with parents based on needs and interests of parents and the district. Core Content Nights STAAR Night Transition Nights Parent Symposium Campus-led parent training State-level Parent Conferences	Director of Federal Programs Parental Involvement Facilitators Campus Administrators	Local Funds Title 1 Funds SCE Funds \$10000	Activities Fall 2014 Training Quarterly Symposium Feb 2015	Sign-in sheets flyers and agendas	100% of all campuses will plan opportunities based on parent needs and interests.	School Parent Compact; Campus calendars/flyers Registration forms sign-in sheets	6
2	<b>Physical Education 1: Compliance Requirement</b>	Provide Kinder – 5 <sup>th</sup> grade students the opportunity to participate in moderate to vigorous physical activity (MVPA) daily for 30 minutes or 135 minutes weekly; 6 <sup>th</sup> -8 <sup>th</sup> grade students will participate in MVPA for at least 30 minutes daily for 4 semesters; and 9 <sup>th</sup> -12 <sup>th</sup> grade students are to complete one credit of PE to fulfill graduation requirements.	Campus administrator & District Athletic Coordinator	Grade level PE TEKS	August 2016-June 2017	Master Schedules, Lesson Plans, Walk Through documentation	Increase of 10% of students in grade 3-12 will achieve in the Healthy Fitness Zone from previous year	Data Analysis from previous years	2
2	<b>Physical Education 2: FitnessGram</b>	Assess all eligible students in grade 3- 12 with the FitnessGram assessment at least twice per year.	Campus administrator & District Athletic Coordinator	FitnessGram Assessment	August 2016- April 2017	Data as reported on FitnessGram assessments	Increase of 10% of students in grade 3-12 will achieve in the Healthy Fitness Zone from previous year	Data Analysis from previous years	2
4	<b>Physical Education 3: Health Curriculum TEKS</b>	Provide health education instruction in a variety of arrangements and settings including mixed-age programs designed to permit flexible learning arrangements. Ensure that sufficient time is provided for teachers to teach and for students to learn the TEKS of health education.	Campus administrator & District Athletic Coordinator	Health TEKS curriculum	August 2016-2017	Lesson plans and scope & sequence	Increase of 10% of students in grade 3-12 will achieve in the Healthy Fitness Zone from previous year	Evaluation of scores from pre- and post-tests	2



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3 5	<b>Physical Education 4: Coordinated Health</b>	Implement Coordinated School Health Program to increase student engagement to help students and their families learn about lifestyle habits that help them stay healthy.  ▪ SHAC	Campus administrator & District Athletic Coordinator	Bienestar  Local funds \$20,000	August 2016- May 2017	Lesson Plans, SHAC Minutes	Increase of 10% of students in grade 3-12 will achieve in the Healthy Fitness Zone from previous year	Data Analysis from previous years	2 10
4 6	<b>Physical Education 5: Professional Development</b>	Provide all (PE teachers coaches and teachers that teach a class that substitutes for PE - secondary only) training on how to administer FitnessGram and campus level support.	District Athletic Coordinator	Training provided by Human Kinetics (grant by the state - Free)	July – August 2016	Sign-in sheets, schedule, agenda	100% of all eligible 3 – 12 students will participate in Fitnessgram twice a year.	Data Analysis from previous years	2 4 10
4 6	<b>Physical Education 6: Coordinated Health Curriculum</b>	Provide Bienestar training provided by vendor to one person per campus to support all teachers that will teach the Bienestar curriculum.	Campus administrator & District Athletic Coordinator	Bienestar  Local funds \$20,000	August 2016-May 2017	Sign-in sheets, schedule, agenda	One person per campus will be trained in Bienestar to support teachers on their campus.	Pre- and Post-test results	2 4
2 4	<b>Response to Intervention 1: Professional Development</b>	Provide continued learning and ongoing training to RTI campus teams to assist in campus support increased implementation and revised systems for administering RTI on campuses	RTI Director RTI Coordinators	SCE Funds and Local Funds	Fall 2016 Spring 2017 and Summer 2017	Agendas campus visit reports	RTI Personnel will attend at least 2 trainings or sessions annually	Formative walkthroughs	2 8 9

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24	<b>Response to Intervention 2: Progress monitoring</b>	Develop and analyze systems to track demographic and performance data of students in Tier 2 and Tier 3 interventions	RTI Director RTI Coordinators	SCE Funds and Local Funds	Fall 2016 Spring 2017 Summer 2017	Agendas sign in sheets certificates campus data reports	100% of campuses will utilize RTI data reports to design and provide interventions	Review of Intervention data biannually	289
24	<b>Response to Intervention 3: Initiative</b>	Revise and monitor district RTI Operating Guidelines documentation pedagogy and processes to include targeted academic areas of literacy and math behavior and speech	RTI Director RTI Coordinators	SCE Funds and Local Funds	Fall 2016 Spring 2017 and Summer 2017	Hard Copy of district RTI Operating Guidelines agendas and minutes of meetings with RTI stakeholders	100% of all campuses will have received RTI monitoring feedback with suggestions for improvement	Formative walkthroughs	289
24	<b>Response to Intervention 4: Personnel</b>	Provide campuses with increased support for RTI and revised processes through personnel: <ul style="list-style-type: none"> <li>▪ RTI Director</li> <li>▪ RTI Coordinator</li> <li>▪ Intervention Coordinator</li> <li>▪ Literacy Coordinator</li> <li>▪ RTI Coaches</li> </ul>	Asst. Sup. Of Curriculum and Instruction	Local Funds	Summer 2016	Job Descriptions payroll calendar meeting notes	100% of campuses will show an increase in understanding of RTI and usage on EOY review	Formative walkthroughs ; EOY review	289
24	<b>Response to Intervention 5: Dyslexia - Professional Development</b>	Provide ongoing professional development to support district campus and teacher initiatives and needs.	RTI Director Literacy Coordinator Intervention Coordinator	SCE and Local Funds	Fall 2016 Spring 2017 and Summer 2017	Agendas sign-in sheets certificates	100% of campuses will have teachers trained in direct instruction techniques for students with dyslexia	Formative walkthroughs Review of teacher logs	289
24	<b>Response to Intervention 6: Section 504 - Professional Development</b>	Provide ongoing professional development to support district campus and teacher initiatives and needs	RTI Director Intervention Coordinator	SCE and Local Funds	Fall 2016 Spring 2017 and Summer 2017	Agendas Sign-in sheets certificates	RTI Department will attend at least one 504 training annually	Formative walkthroughs formal review of 504 records	2810
24	<b>Response to Intervention 7: Dyslexia-</b>	Provide screening and assessments to campus for the identification of dyslexia students; to include assessors, materials,	RTI Director Intervention Coordinator	Local Funds	September 2016 – May 19,	Payroll sheets, schedules, assessment results	100% of all dyslexia referrals will be assessed	EOY data on dyslexia pop; number of	28

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	<b>Testing and Identification</b>	assessments, results, and logistics.			2017		within 45 days of consent for evaluation.	days for assessing.	10
2 4	<b>Response to Intervention 8: GEH (504) - General Ed Homebound</b>	Provide General Ed Homebound services to qualifying students based on needs; to include teacher, materials, assessments, grades, and logistics.	RTI Director Intervention Coordinator	Local Funds	As directed through 504 meeting	Payroll sheets, schedules,	100% of all qualifying 504 GEH students will be offered services.	EOY data on GEH pop;	2 8 10
2 4	<b>School Improvement 1: Resources &amp; General Supplies</b>	Provide campus assistance support resources professional development and monitoring for all campuses rated as Improvement Required (IR) Formerly Improvement Required (FIR) Priority Progress or Focus by the state or Federal Government. In addition provide support to campuses who have missed one or more system safeguards.	Executive Director of Professional Development and Instruction	Title I Title II SCE \$5000	Monthly meetings	TAIS documentation and Targeted Improvement Plan (TIP) or Summarized Plans	100% of FIR campuses will be provided assistance resources and professional development opportunities (per their TIP) to ensure the implementation of their plans.	PSP/district review of TAIS documentation prior to public hearing.	2
2 4	<b>School Improvement 2: Professional Learning</b>	Provide an opportunity for the District Coordinator of School Improvement to attend professional development conferences and meetings city wide to enhance their understanding of the school improvement process and models.	Executive Director of Professional Development and Instruction		Monthly meetings conference and PD certificates	Principal meeting notes for resource and strategy implementation	100% of FIR campuses will be removed from the FIR status for the following year.	DCSI evaluation of campus performance.	2
2 4	<b>School Improvement 3: Consultants</b>	Provide PSP's and consultants (ex. Coaches) for campus assistance support and monitoring for all campuses rated as Improvement Required (IR) Formerly Improvement Required (FIR) Priority Progress or Focus by the state or Federal Government. In addition provide support to campuses who have missed one or more system safeguards.	Executive Director of Professional Development and Instruction	Local \$16000	At least 3 hours per month (Sept - Aug 2017)	PSP monthly reports schedules and invoices; Principal coach schedule and invoice	100% of all FIR campuses will plan and implement Targeted Improvement Plans.	Principal evaluation by PSP and consultants	2
2 4	<b>School Improvement 4: Campus</b>	Provide (teachers on special assignments) to work with targeted student caseloads to improve student performances core content progress behavior and attendance. [Targeted 5 <sup>th</sup> 8 <sup>th</sup> and selected high school students]	Executive Director of Professional Development and Instruction	?	Fall training - Oct. 2015; Fall trainings;	Daily Schedules AWARE data groups and reports	100% of all students on caseloads will demonstrate improvement or	Student/ Parent evaluation STAAR data reports	2

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	<b>Support</b>				Summer 2015		progress in core content areas.		
24	<b>School Improvement 5: Building Capacity</b>	Provide District Instructional Coordinators to assist campus Academic Coaches with working with teachers to make instructional adjustments according to their data.	Executive Director of Professional Development and Instruction	Local	Annual HPT Meeting and Trainings	Workshop schedules HPT Meeting Minutes and payroll sheets	Increase the number of HPT by 50% annually.	STAAR results	2
24	<b>School Improvement 6: Building Capacity</b>	Provide District Instructional Coordinators and Academic Coaches with professional development in the areas of coaching PLC and data disaggregation to do their work.	Executive Director of Professional Development and Instruction	Local \$5000	Fall and Spring Training	Professional Development Certifications	Increase campus teacher performance by 10% in Reading and Math.	STAAR results	2
24	<b>School Improvement 7: New Teacher Academy</b>	Provide a New Teacher Academy at the beginning of the year to assist with teacher transition into the district.	Executive Director of Professional Development and Instruction	Title II	New Teacher Academy Days	Workshop schedules	100% of all new teaches will attend the trainings.	New Teacher Surveys	2
124	<b>Science 1: Curriculum &amp; Instruction</b>	Develop and implement the SWISD Scope and Sequence Year-at-a-Glance and Curriculum Guides for science in grades K-12 as the basis for lesson-planning and instruction. Adopted STEMScopes K-8, Pearson Biology CPO Physics and Chemistry Lab Aids.	District Science Content Leads,  Administrator Science Teacher Leaders Teachers	Computer Internet iPad tablet First Class	Completed by September 1 2016 and updated throughout the year as needed.	Snapshot visits at campuses forethought review lesson plans content meetings.	Increase student performance in grades 8 and 9 in science STAAR 8th Grade and STAAR Biology.	Walk-throughs; District/campus common assessments; state assessments	2 8 9 10
12	<b>Science 2: Curriculum and</b>	Provide teachers in K-12th grade with opportunities to correlate curriculum from TCMPC to district resources to improve student engagement in our	District Science Content	Computer internet First Class	Completed by September 1 2016	Snapshot visits at campuses forethought review lesson	100% of science teachers will be on track with	Walk-throughs; District/campus common	2 8

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4	<b>Instruction</b>	science classrooms.	Leads,  Administrato r Science Teacher Leaders Teachers		and updated throughout the year as needed.	plans(EPI); content meetings	scope and sequence throughout the year. Student science scores on assessments will show improvement throughout the year.	assessments; state assessments;	9 10
1 2 4	<b>Science 3: Professional Development</b>	Provide science teachers professional development opportunities on science curriculum lab equipment safety and technology resources necessary to follow Scope and Sequence to address the needs of all students within the curriculum including special populations such as advance academics ELL migrant & special education.	District Science Content Leads,  Administrato r Science Teacher Leaders Teachers	SCE; Title 1; Title 2A Substitutes SEC (\$14000)	Fall 2016 & Spring 2017	Snapshot visits at campuses Forethought review lesson plans; content meetings; common assessment/ benchmark data; walk-through reports Sign-in Sheets; LMS reports certificates of training agendas and hand-outs	100% of science teachers will be on track with scope and sequence throughout the year. Student science scores on assessments will show improvement throughout the year.	Walk-throughs; District/campus common assessments; state assessments;	2 9 10
1 2 4	<b>Science 4: Professional Development</b>	Provide training and support for the implementation of the Science curriculum for all science teachers (including STEMScopes CPO Lab Aides Cengage Learning Pearson	District Science Content Leads,  Administrato	Substitutes SCE; Title 1; Title 2A - SEC	Staff development days workdays faculty	Snapshot visits at campuses Forethought review lesson plans; content	100% of science teachers will be on track with scope and	Walk-throughs; District/campus common assessments;	2 9 10

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		Science and Motivation Science as well as other supplemental resources) in order to effectively conduct best practices in the science classroom.	r Science Teacher Leaders Teachers and Contracted Presenters	(\$14000)	meetings department meetings (PLC's) and Saturday training in Fall 2016 & Spring 2017	meetings; common assessment/ benchmark data; walk-through reports Sign-in Sheets; LMS reports certificates of training agendas and hand-outs	sequence throughout the year. Student science scores on assessments will show improvement throughout the year.	state assessments;	
1 2 4	<b>Science 5: Professional Development</b>	Provide science teachers with an opportunity to attend professional conferences throughout Texas in the areas of science technology and instructional differentiation.	District Science Content Leads, Administrator Science Teacher Leaders Teachers	Supplemental Science adoption (on- line) \$115000 SB6	Fall 2016 (after Sept) Spring 2017	Snapshot visits at campuses forethought review lesson plans; content meetings	Increase in state assessment scores	Walk-throughs; District/campus common assessments; state assessments;	2 9 10
1 2 4	<b>Science 6: District and Campus Science Support</b>	Provide District and Campus science support and resources for science instruction delivery curriculum assessment and teacher planning (including interventions data analysis and model teaching).	District Science Content Leads	Travel	July1 2016 - June 30 2017	Meet with teachers Principals and all stakeholders.	Teacher Capacity to increase student progress and achievement.	Student achievement Progress monitoring and teacher evaluation.	
1 2	<b>Science 7: Assessment and Data</b>	Develop implement and monitor benchmark assessments and common assessment data to guide Science instruction and goal setting through	District Science Leads Administrator	(SCE; Title 1; Title 2A) - \$75000	Implement Fall of 2016 & Spring	Scope and sequence benchmarks master	Student science scores on assessments will show	Walk-throughs; District/campus common	2 8 9

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4		Science Content Leader meetings and targeted district PD. Heat maps and Lead4ward Assessment Protocols.	r Science Teacher Leaders Teachers		2017; Monitor Nov –May	schedule benchmark data	improvement throughout the year.	assessments; state assessments;	10
1 2 3 4	<b>Site-Based Decision Making (SBDM)</b>	Campus and District staff members, parents and the community will be part of the Site Based Decision-Making Team.	Director of Federal Programs Administrators	Title I & Local Funds - \$500	At least 4 times per year (once per each quarter)	Sign-in sheets; agendas; minutes; DIP/CIP webpage; flyers;	Ensure that 100% of all administrators are notified about training opportunities in instructional practices coaching team building and school leadership.	Parent student teacher surveys; CIP/DIP	2 10
1 2 4	<b>Social Studies 1: Planning</b>	Develop and utilize the SWISD year-at-a-glance curriculum guides and common assessments for Social Studies in Grades K-12 as the foundation for lesson planning instructional delivery and interventions.	Social Studies District Leads Instructional Coaches Secondary Teachers Content Leaders	SCE; Title 1; Title 2A	Completed September 2016 (1 <sup>st</sup> semester); ongoing use and updates	Snapshot visits at campuses Forethought review lesson plans; content meetings; benchmark data; walk-through reports	100% of all teachers will follow the scope and sequence.	Walk-throughs; District/campus benchmark data; state assessments;	2 3 4 9 10
1 2 4	<b>Social Studies 2: Planning</b>	Social Studies Planning will be implemented to improve the lesson planning process, discuss best practices and pedagogy, and integrate strategies into the 6-8 grade Social Studies classrooms to better serve all students.	Exec. Directors of Elem Secondary Education Social Studies District Content Leads Administrators Social Studies Teacher Leaders and Social Studies Teachers	Professional Learning Days	Fall and Spring Teacher Leader Workdays Monthly Teacher Leader Meetings	District website Eduphoria reports sign in sheets hand outs	100% of all teachers will incorporate reading strategies in lesson plans and instruction.	Walk-throughs; District/Campus Benchmark data; state assessments	5 6 10

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1 2 4	<b>Social Studies 3: Professional Development</b>	Provide opportunities for Professional Development for Social Studies:  - McGraw Hill - TCMPC - Edgenuity - Google Classroom	Social Studies District Leads; Instructional Coaches Secondary Teachers Content Leaders	SCE;  Title 1;  Title 2A	Bi-Monthly	PO Confirmation and workshop request forms	100% of trainings will be redelivered to campuses to assist development of Social Studies programs on campus or at the district level.	Training Requests; Data Conference feedback, EOY department evaluation.	2 4 9 10
1 2 4	<b>Social Studies 4: Assessments</b>	Develop, implement, and evaluate benchmark assessments to guide Social Studies classroom instruction and interventions	Social Studies District Leads; Instructional Coaches Secondary Teachers Content Leaders	Local / Title 1/ SCE / Title 2A	Fall 2016; Test- Nov & Jan-Feb  Evaluate Feb-June 2016	Content leader meeting sign-in sheets; PLC's ; master schedule, benchmark data.	Student Social Studies scores will show a 10% improvement annually in 8 <sup>th</sup> grade Social Studies state assessments and 5% increase in 11 <sup>th</sup> grade U.S. History state assessments.	District curriculum documents assessments Eduphoria reports common and benchmark assessments	2 3 4 8 10
1 2 4	<b>Social Studies 5: Resources &amp; Technology</b>	Provide social studies resources that integrate technology to enhance 21 <sup>st</sup> Century Skills in the classroom (i.e. Edgenuity)	Social Studies District Leads; Instructional Coaches Secondary Teachers Content Leaders	Local and Title 1 funds	Fall 2016 (After Sept) Spring 2017	Benchmark and Common Assessments	Increase 10% on state assessment scores in 8 <sup>th</sup> grade.  Increase 5% on state assessment scores in 11 <sup>th</sup> grade.	District/ Campus Benchmark and state assessments	2 6 10
1 2 4	<b>Social Studies 6: Technology</b>	Provide opportunities for teachers to effectively integrate technology into the social studies classroom	Social Studies District Leads;	Local and IMA funds	Monthly Updates Super Saturday's Curriculum Writing June 2016	Eduphoria reports sign in sheets handouts agendas lesson plans walk through data	Increase 10% on state assessment scores in 8 <sup>th</sup> grade.  Increase 5% on state assessment scores in 11 <sup>th</sup> grade.	Eduphoria reports sign in sheets handouts agendas meeting notes curriculum documents	2 3 4 8



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2 4	<b>Special Education 1</b>	Special education department assist with training a trainer of trainers for each campus on SAMA.	Special Education Director Coordinators Behavioral specialist and Campus Administrators	IDEA-B \$20000 And Campus Funds	9/1/16	Sign-in Sheets; agendas	Reduce the percentage of special education students receiving disciplinary referrals and placements by 30%	Review of special education disciplinary referrals and placements	9
2 4	<b>Special Education 2</b>	Offer training to all teachers and paraprofessional staff working with students in special education to equip them to differentiate classroom instruction in ways that increase the success of students. Training will address differentiation of process product and content strategies that match specific student learning profiles. Training will be done by level - Elementary and Secondary.	Exec. Dir. for Special Education and Coordinators	IDEA-B \$100000	6/15/2017	Sign-in Sheets	Increase passing rates of included special education students as measured from 9 weeks to 9 weeks by 20%	Sign-in Sheets/increase passing rate on STAAR	4
1 2 4	<b>Special Education 3</b>	Provide training and materials on a continuum of Behavior Strategies for students with disabilities involving behavioral and/or emotional disorders. These interventions may include identification of replacement behaviors development of effective BIPS or inclusive support models intervention with LSSP's or a structuring of more extensive behavioral supports for individual students.	Exec. Dir. for Special Education Coordinators LSSP's and Behavioral Coordinator	IDEA-B \$50000	Each 6 weeks	RSCCC to monitor sign-in sheets	Reduce the percentage of special education students served through disciplinary alternative education programs. PBMAS indicators related to discipline will reflect that the district data is in line with state average data.	9 week review of Special Education disciplinary placements	9
1 24	<b>Special Education 4</b>	Support on grade level IEP's by providing instructional materials and support material	Coordinators Case Manager ARDC	IDEA-B \$400000	6/5/17	State Assessment data and progress on IEP's	100% of all students will make progress on annual IEP goals as monitored by	9 week budget review/annual budget review	8

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							ARD Facilitator.		
1 24	<b>Special Education 5</b>	Maintain the number of 3 to 5 year olds in less restrictive environments by sending 4 and 5 year olds to PreKinder and Kinder programs with specialized support and speech services provided in general education classroom	Exec. Dir. For Special Education & Coordinators	IDEA-B \$150000	9/15/16	Staffing rosters of students and enrollment forms	Indicator 6 PEIMS Data will be maintained	Yearly Staffing PBMAS data and enrollment report evaluations	4 8
4	<b>Special Education 6</b>	Implement efficient and consistent management of required paperwork and tracking of progress for students in special education on all campuses using eSped throughout each semester.	ARD Facilitators Technology Specialist and Coordinators	IDEA-B \$70000	Monthly	Special Education Manager Reports compliance Reports RSCCC	Program will be implemented on all campuses by all special education staff Compliance with timelines for annual ARD meetings and evaluations will increase. Compliance with TEA State Performance Plan indicators 11 12 and 13 for SPED will be at the required	Six week random review/100% compliance on SPP indicators	4
1 2	<b>Special Education 7</b>	Provide local/district opportunities for special education students to participate in academic physical and extracurricular events/activities and elicit parental/community involvement for the students campuses and special education program. *SWISD Olympic Fiesta	Exec. Dir. For Special Education and Coordinators	State Funds \$15000	5/1/17	Fiesta Olympic Event	Increased student participation and attendance to 200 students.	Final attendance count of students and community	6
12 4	<b>Special Education 8</b>	The Special education department Special Education teachers' will work with RtI department to ensure special education teachers receive training on current programs.	Executive Director for special education coordinators	IDEA-B \$10000	6/5/17	Monthly inclusion meetings and monthly review of campus data. Progress	Increase student performance on state assessment to pass or Met Progress	Agenda and sign in sheet for meeting Review of bench mark	9

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			and Rtl director			monitoring data reviewed	Measure by 10%	and state assessment scores	
124	<b>Special Education 9</b>	Support IEP's through Special Education Staffing	Exec. Dir. For Special Education Coordinators Case Manager and ARDC	IDEA-B \$1800000 State Funds \$7500000	7/1/17	Payroll job description daily schedules and assignments.	Progress on Student IEP's at Annual ARD monitoring of IEP's	9 week budget review/annual budget review/Annual Review	34
124	<b>Special Education 10</b>	Train and require all inclusion teachers to utilize the Stetson model of inclusion for scheduling and collaborative teaching	Executive Director supervisors and inclusion specialist principals	none	6/1/17	Data collected during walk through by inclusion specialist	Increase student performance on state assessment to pass or Met Progress Measure by 10%	Copies of Instructional Design tool will be collected and monitored	9
15	<b>STEM Elementary 1: Personnel</b>	Provide STEM Specialist to vertically and horizontally align elementary middle school programs	Assistant Superintendent of C&I	Local & Title II \$75,000	June 2015	Job description, schedule, contract, scope and sequence	100% of all elementary campuses will implement Pitsco curriculum in a rotation class for k-5	Time and Effort, evaluations,	210
15	<b>STEM Elementary 2: Course &amp; Personnel</b>	Establish STEM rotations added at all eleven elementary schools, including stipends for STEM based clubs.	STEM Specialist	Title 1 \$638,000	August 2015	Master schedule,	100% of all elementary campuses will have a STEM rotations for K - 5	Evaluation	210
15	<b>STEM Elementary 3: Curriculum &amp; Instruction</b>	Selected science targeted missions for STEM Curriculum to address STAAR success	STEM Specialist	Local Funds \$25,000	August 2015	Focus TEKS per mission (7 missions), objective TEKS per interval in each mission (5 intervals)	Baseline scores this year. Increase of 5% for general education student in 5 <sup>th</sup> grade for science on targeted TEKS of completed missions.	STAAR Science results or other assessments	210
15	<b>STEM Elementary 4: Professional Development</b>	Professional development will be provided to elementary and middle school STEM rotation teachers.	STEM Specialist	Title II \$75,000	August 2015	Sign In Sheet, Agendas,	Pacing Guide, Curriculum docs	TTESS	2410

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1 5	<b>STEM Middle School 5</b>	STEM Curriculum will be chosen by Principals, Assistant Principals, and STEM Teachers to support core areas	STEM Specialist	Local \$280,000	June 2015	Focus TEKS, Career Cruising, College and Career Exploration Day	Matchmaker from Career Cruising, Posttest in Modules	STAAR Science results and other assessments	2 4 10
1 5	<b>STEM Middle School 6 Personnel</b>	Middle School campuses will designate one STEM teacher for the STEM Lab, including stipends for STEM based clubs.	STEM Specialist	Title 1 \$171,000	June 2015	Placement of Teacher in STEM Lab and STEM based clubs	100% of all middle school campuses will have an Explore Careers Course for all 8 <sup>th</sup> grade students	Evaluation	2 10
1 5	<b>STEM Middle School 7 Professional Development</b>	Professional Development will be provided in August for all STEM teachers, one session in the Fall and Spring Semester will also be provided.	STEM Specialist	Local \$19,000	During Fall 2015 PD days 2015-2016	Sign In Sheets, Agendas,	Pacing Guide, Curriculum docs	TTESS	2 4 10
1 3 5	<b>Student &amp; Outreach Services 1: McKinney-Vento</b>	Provide/purchase McKinney-Vento students: school supplies clothing shoes hygiene products	Coordinator of Student & Outreach Services  MKV POC on campuses	Designated Funds & Title 1 Funds	Weekly Sept.- Dec.  Monthly Jan. - June	Purchase order requests purchase order receipts.	100% of Purchase order requests purchase order receipts	Internal program review  External Audits	4 9 10
1 5 7	<b>Student &amp; Outreach Services 2: McKinney-Vento</b>	Will coordinate with the school districts in the San Antonio metropolis to provide transportation services to qualified /identified McKinney-Vento students.	Coordinator of Student & Outreach Services  MKV POC on campuses	Designated Funds & Title 1 Funds	Fall 2016-Spring 2017	Transportation requests from the campus POCs	1.Transportation Records  2.Student & Outreach Services Records	Increased student attendance and grades academic success.	10
1 3 5	<b>Student &amp; Outreach Services 3: McKinney-Vento</b>	Provide Professional Development for McKinney-Vento Awareness & Sensitivity (LMS district campus staff department and community trainings)	Coordinator of Student & Outreach Services  MKV POC on	Designated Funds & Title 1 Funds	Beginning of SY 16-17 and throughout the school year SY 16-17	Agendas sign-in sheet handout workshop log	Heightened awareness of all campus staff.	Sign-In sheets indicate an increased in attendance at staff trainings.	4 9 10

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			campuses						
3 5 6	<b>Student &amp; Outreach Services 4: Foster Services</b>	Provide referrals to outside agencies for counseling etc.	Campus Counselors & Social Workers	Local	2016-2017	School year 2016-2017 Counselors and Social Workers	Student attendance & academic performance	Academic social/emotional success	4 9 10
3 5 6	<b>Student &amp; Outreach Services 5: Foster Services</b>	Provide academic school records as needed to facilitate movement if/when needed and to ensure academic progress of the foster student.	Campus Counselors & Social Workers	Local	2016-2017	School year 2016-2017 Counselors and Social Workers	Student attendance & academic performance	Academic Success	4 9 10
3 5 6	<b>Student &amp; Outreach Services 6: Military Dependent</b>	Provide support and services to Military Dependent Children.	Counselors & Social Workers	Local	2016-2017	School Year 2016-2017 Counselors and Social Workers – Trained Sign-In Sheets	100% of all Counselors and Social Workers will be trained.	Academic Success	4 9 10
3 5 6	<b>Student &amp; Outreach Services 7: Military Dependent</b>	Provide academic school records as needed to facilitate movement if/when needed to ensure academic progress of the Military Child.	Campus Counselors & Social Workers	Local	2016-2017	School year 2016-2017- Sign-In Trained	100% of Counselors and Social Workers will be trained.	Academic Success	4 9 10
5 6 7	<b>Student &amp; Outreach Services 8: Student Parents</b>	Provide CEHI and PRS for pregnant/parenting teens.	HIT and the Special Education HIT (if student qualifies)	Local	2016-2017	Identified students CEHI folders PEIMS	Students are staying in school and graduating.	GPA and graduation rate	4 9 10
1 6	<b>Student &amp; Outreach Services 9: Early Childhood</b>	Early Head Start/PCI Early Childhood Development Center for Infants 6 weeks to 35 months of age	Coordinator of Student & Outreach Services HIT and Parent	Facility	2016-2017	SWISD school age parenting students attend school while infant attends the	Student attendance student participation student	Attendance parenting academic progress and graduation	4 9

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7	<b>Development Center</b>		Child Incorporated			child development center. Parenting student attends Parenting Education classes provided by PCI.	graduation progress and development of infant/toddler		10
1 4 5	<b>Student &amp; Outreach Services 10: Starbase Kelly</b>	- Provide opportunities for science technology engineering and mathematics program targeting 5 <sup>th</sup> grade students on specified and identified campuses through Starbase Kelly program.	Coordinator of Student & Outreach Services  Director of Starbase Kelly (DOD)  Student & Outreach Services Department Secretary	DOD	2016 - 2017	Campus schedule visits to Starbase Kelly records lessons and transportation logs	Pre-test/Post-test student involvement and explanation regarding scientific concepts and experiments	Increase post-test scores and increase math science and history grades	4 9 10
1 3 6	<b>Student &amp; Outreach Services 11: Clerical &amp; Operational Support</b>	Provide the necessary equipment and materials to ensure all staff have adequate resources.  - Office Supplies - Refreshments for Trainings/Meetings - Professional Development - Incentives - Travel - Furniture and misc. - Printing General Supplies	Coordinator of Student & Outreach Services  Student & Outreach Services Department Secretary	Local and Title 1 Funds	2016-2017	Purchase Orders Invoices	100% of district support in the areas of Student & Outreach Services		4 9 10
1 2	<b>Student Intervention 1: 504 Process</b>	Develop and present district plan for 504 processes in a district handbook	RTI Director	Printing Resources	Fall 2016	Hard copy of District Handbook Website on district intranet	100% consistency of all campuses following district processes for 504	Completed District 504 Handbook	8 9

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14	<b>Student Intervention 2: 504 Data Housing</b>	Develop SWISD forms and continued annual training in 504 compliance regulations and data housing in eSPED	RTI Director Intervention Coordinator translator	SCE Funds	Fall 2016	Agenda and sign-in sheets of training; 504 paperwork	100% of campuses will use eSPED to house 504 plans and disseminate plans to teachers	Completed 504 forms; Dissemination logs	8 9
1	<b>Student Intervention 3: Restorative Practices</b>	Provide trained Restorative Practice Interventionists for Middle School and 9 <sup>th</sup> grade campuses. Provide initial and ongoing trainings for all staff on 6-9 campuses.	RTI Director Restorative Practice Coaches	Local Funds	Fall 2016 Spring 2017 Summer 2017	PEIMS discipline data climate surveys	100% of Restorative Discipline campuses will see a reduction of ISS OSS and DAEP placements	Climate surveys reviews of discipline data	2 9
2 4	<b>Student Interventions 4: Dyslexia Professional Development</b>	Provide continued support to district Director in training for assessment instruments used to diagnose students with dyslexia. Part of this support includes a consultant to assist in the training of the Director.	Director of Student Interventions; Dyslexia Assessment Consultant	Region 20 - \$200; \$3000 or \$200 a day for 16 days	Sept 2016	Certificate of training; contact log	100% of the students referred for a dyslexia assessment will be tested by the District Director of Interventions	Student evaluations for Dyslexia/504	8 9
1 2 4	<b>Student Interventions 5: SSI Program</b>	Provide SSI Summer School and intensive instructional opportunities for students who did not meet standards on state required assessments or EIE Legal requirements. <ul style="list-style-type: none"> <li>▪ Reading/Math 5<sup>th</sup> and 8<sup>th</sup> SSI Intensive Interventions/Retentions</li> </ul>	Director of Student Interventions; Principal; Administrators	Transport. - \$11000; Curriculum/ resources - \$45000; Staff \$160000; Title 1 SCE; Local Funds	Summer 2017	Certificates of training LMS sign-in sheets SSI timeline and documentation.	100% of all campus will have an administrator trained in the SSI process. 100% of all campuses will fully utilize the SSI folder system and forms.	Review of SSI folders and process annually. Review campus surveys on SSI process and training.	8 9
1 2 4	<b>Student Interventions 6: Retention Summer School Program</b>	Provide summer school support to students being considered for retention	Director of Student Interventions; Principal; Administrators ; Teachers	Transport. - \$11000; Curriculum/ resources - \$45000; Staff \$160000; Title 1 SCE; Local Funds	Summer 2017	Certificates of training LMs sign in sheets Lesson Plans	100% of students being considered for retention will receive summer intervention.	Student attendance; Review teacher surveys; Review of Summer school form with SS	8 9

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								teacher recommendations for students	
1 2 4	<b>Student Interventions 7: Summer School EOC</b>	Provide summer intervention to students who do not pass their EOC test in 9th and 10th grade.	Director of Student Interventions; Principal; Administrators ; Teachers	Transport. - \$11000; Curriculum/ resources - \$45000; Staff \$160000; Title 1 SCE; Local Funds	Summer 2017	Lesson Plans; Student scores on EOC or TAKS Exit	% 100 of students who do not pass their EOC or TAKS Exit will be offered intervention	Review of teacher surveys and student scores on their EOC/TAKS Exit	2 4 8 9 10
1 2 4	<b>Student Interventions 8: Summer School PD</b>	Provide Staff Development on the summer school curriculum to the summer school teachers for Retention, SSI, EOC	Director of Student Interventions Content Coordinators Presenters	Trainers ELA \$6000; Math \$6000; SCI \$3000; SS \$5600 - Local Title 1 SCE	May and June 2017	Sign in sheets Agenda	% 100 of teachers teaching a summer intervention program will receive training on their summer curriculum.	Review of teacher surveys.	6 9 10
1 2 4	<b>Student Interventions 9: Summer School Instructional Materials</b>	Provide instructional supplies to teachers to assist with teaching students in summer school programs for retention SSI EOC	Director Of Student Interventions	Title 1 SCE Local \$30000	February- June 2017	Purchase Orders for supplies	100% of the summer school teachers will have the supplies they need to teach summer school	Summer School surveys	6 9 10
1 2 4	<b>Student Interventions 10: Summer School</b>	Provide Summer Programs of interest acceleration and opportunities for students. PREP – secondary students selected for participation in a college readiness 8 week summer program.  Pre-college seminars with IHE parameters to provide opportunities for students to explore post-secondary choices and to prepare for academic leadership & career success	Coordinator of Counseling Summer Program Directors Director of Advance Academics	Transport. - \$11000 (Title 1 Funds) Staff - \$50000 (High School Allotment)	May – July 2017	Certificates of training LMS sign-in sheets SSI timeline and documentation.	100% of all campus will have students participate in a Summer Program The number of students attending additional summer	Attendance records registration forms student performances & portfolios End of program surveys.	6 9 10



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							programs will grow annually.		
1 2 4	<b>Student Interventions 11: Summer Programs</b>	Provide Summer Programs of interest acceleration and opportunities for students: <ul style="list-style-type: none"> <li>SAYES – for non-traditional robotic students based on needs (5th grade)</li> <li>GT Academy – for 3rd – 8th grade GT students (Media focus for Summer 2012)</li> <li>TSI-Core Complete College Experience-for NY incoming 9th grade TSI students</li> </ul> Fine Arts Academy – for 3rd – 12th grade students interested in one of the performing arts (band mariachi and theatre)	Director of Student Interventions Summer Program Directors Director of Advanced Academics Director of Fine Arts	Transport.- \$11000 Curriculum/resources - \$45000 (SCE/Title 1 Funds) Staff \$160000	May – July 2017	Certificates of training LMS sign-in sheets SSI timeline and documentation.	100% of all campuses will have students participate in a Summer Program The number of students attending additional summer programs will grow annually.	Attendance records registration forms student performances & portfolios. End of program surveys	9 10
1 2 4	<b>Student Interventions 12: Retention Awareness</b>	Provide campuses with historical retention data and provide guidance on retention guidelines and programs to decrease possible retentions.	Director of Student Interventions	None	September 2016 January 2016 March 2016	Retention reports retention guidelines possible retention rosters by campus	Decrease in the number of retentions by 10% annually.	Historical analysis of retention rates compared to state/district	2 9
1 2 4	<b>Student Leadership Development 1</b>	Implementation of District Wide (Elementary) Leader in Me a Franklin Covey 7 Habits of Highly Effective People system as part of character and leadership education for all students. <ul style="list-style-type: none"> <li>Intellectual Property Licenses eleven elementary schools</li> <li>Live Coaching &amp; Action Planning</li> </ul>	Coordinator of Counseling and Guidance	Title I \$17000	Training August 2016 Symposium Jan 2017 Training Oct 2017	Eduphoria Workshop Sign-in Sheets Agendas	100% of all elementary campuses will utilize the 7 Habits principles into the daily process of student achievement and development.	Profile Notebooks of selected students Curriculum Implementation	2 4 5 10
1 2	<b>Student Leadership Development</b>	Implementation of District Wide (Elementary & Middle School) Leader in Me a Franklin Covey 7 Habits of Highly Effective People system as part of character	Coordinator of Counseling and Guidance	Title I \$17000	Training August 2015 Symposium	Eduphoria Workshop Sign-in Sheets Agendas	Decrease the number of discipline referrals from	Profile Notebooks of selected students	2

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4	2	and leadership education for all students. <ul style="list-style-type: none"> <li>▪ Intellectual Property Licenses eleven elementary schools</li> <li>▪ Live Coaching &amp; Action Planning</li> </ul>			Jan 2016 Training Oct 2015		2015-16 to 2016-17.	Curriculum Implementation	4 5 10
1 3	<b>Textbooks</b>	Provide timely and efficient service to campuses in relations to Textbook inventory allotment and procurement. <ul style="list-style-type: none"> <li>▪ Textbook Clerk</li> <li>▪ Textbook Inventory Supplies</li> <li>▪ Textbook Inventory Tech Support</li> </ul> Textbook Clerk Travel	Textbook Coordinator campus designated administrator	IMA (\$100000) Title 1 - Payroll (\$100000)	Summer - August 2016 August - June 2017	Inventory forms textbook request forms Destiny data review bar code inventory	100% of all campuses will receive books and materials.	Campus Survey Internal audit review	10