

**LAMAR ACADEMY**  
**Campus Improvement Plan**  
**2019/2020**

Date Reviewed:

Date Approved:

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 1.** By May 2020, McAllen I.S.D., students, race ethnicity groups and economically disadvantaged students will meet or exceed System Safeguard standards in all subject areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In order to properly align curriculum to state standards, provide at most 10 days of curriculum writing for all campus programs and provide curriculum to teachers once it is created and available. (ESSA) (Target Group: All)	Campus Administrators, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (F)Title I, Part A, (L)Curriculum, (L)Lesson Plans, (O)Textbook & Online Resources & Support, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Eduphoria Reports
2. Curriculum support for the science and mathematics departments as follows: a. Science: upgrade supplies and equipment to address TEKS and STAAR EOC standards, in addition to ensuring proper safety requirements; b. Mathematics: supplemental aides to support TEKS alignment for TEKS and STAAR EOC alignment. c. classroom computers to support supplemental instruction (ESSA) d. provide power outlets or updated electrical outlets/drops in classrooms to ensure technology use by students. (Title I SW: 1,3,4) (Target Group: All)	Campus Technology Facilitator, Librarian, Math Teacher, Principal, Science Teacher	August 2019-August 2020	(F)Batteries for graphing calculators - \$500, (F)Title I, Part A - Improving Basic Programs - \$3,500, (L)Science Equipment - \$6,000, (L)Science Equipment and Supplies, (L)TEKS/TAKS CAMPUS BUDGET, (O)Math Resources, (O)School Supplies - \$500, (O)Science Notebooks, (S)State Compensatory Education Program - \$20,000, (S)TAKS Documents	Summative - Requirements
3. Provide ongoing assessments in ELA and Math to assess students' progress in the safeguard area of the economically disadvantaged student in both the Options and IB Programs.(ESSA) (Target Group: ECD)	Campus Administrators, ELA Teachers, Math Teacher, Testing Administrator	September 2019-January 2020	(F)Title IIA Principal and Teacher Improvement - \$52,000, (L)Curriculum - EOC study guides, ancilla, (L)Software and Hardware - computers, laserjet print	Summative - Student assessment scores
4. Math Resources, to include ancillaries, software, and/or test generators, for course work and post-secondary math preparation in the safeguard area of the economically disadvantaged student. (ESSA) (Target Group: ECD)	Department Chair, Math Teacher	August 2019-August 2020	(O)Software Program	Summative - Student EOC scores

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Provide training on TEKS and scope and sequence of curriculum to ensure that teachers have a deep understanding of learning objectives and outcomes. (ESSA) (Title I SW: 1,3) (Target Group: All)	Content Coordinators (ELA,Sci,SS,Math)	August 2019-August 2020	(L)TCMPC	Summative - Agendas and sign-in sheets
6. Execute the McAllen ISD STEAM PLUS and International Baccalaureate (IB) Student Learning Frameworks to support all students in the different disciplines.	Advanced Academic Services Strat Elem/GT/IB, Campus Administrators, CILT Team, Instructional Services Division, Teachers	August 2019-August 2020	(L)IB Coordinator, (L)IB Training or Conferences, (O)GT Funds, (O)IB Level 2 Training Materials, (O)IB Level 3 Training Materials, (O)IB Planners, (O)IB Portfolios, (O)IB Teachers, (O)IB Teachers, students and parents, (O)IB TRAININGS, (O)IB Units, (O)IB-OCC	Summative - STEAM PLUS Action Plan International Baccalaureate Program School Action Plan
7. Increase the rigor and relevance of instruction by utilizing research based practices including: formative and summative assessments, higher levels of questioning, literacy element in all courses, projects that solve real-world issues, and independent investigations in both the Options and IB Programs. (Title I SW: 1,3) (Target Group: All)	Campus Administrators, IB Campus Coordinator, Instructional Services Division, Teachers	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Classroom visits, classroom walk-throughs, and student products
8. Teachers participate as part of the district curriculum team to develop a viable curriculum to include STEAM PLUS components, Advanced Placement, and International Baccalaureate Frameworks aligned to instruction and assessments. (ESSA) (Title I SW: 3,8) (Target Group: All)	Content Coordinators (ELA,Sci,SS,Math), Instructional Coach, Instructional Services Division, Teachers	August 2019-August 2020	(L)Curriculum, (L)Department Meeting, (L)District Budget, (L)District Coordinators, (L)Gifted and Talented Funds, (L)Principal, (O)IB Teachers, (O)IB TRAININGS, (O)IB Units, (O)IB-OCC, (O)IBO	Summative - District curriculum
9. Provide core teachers with supplemental resource materials and consultants to enhance instructional programs in all core content areas to meet the needs of all students. (ESSA) (Title I SW: 1,3,4,5) (Target Group: All,ECD)	Director of State and Federal Programs	August 2019-August 2020	(F)Director of State and Federal Programs	Summative - Agendas and sign-in sheets; evidence of receipt of materials
10. Title I Part A Schoolwide Project Component	Campus Administrators, Counselor(s), Dropout	August 2019-August 2020	(L)Night School - /Saturday School, (O)School Supplies -	Summative - Evidence of program participants in OEY, Night School,

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Identify and implement effective methods and instructional strategies based on scientifically based research that strengthens the core academic program in the school; increase the amount and quality of learning time, such as providing before and after-school tutoring, summer programs and Evening Study Center, and help provide an enriched and accelerated curriculum; implement strategies for meeting the educational needs of historically underserved populations. (ESSA) (Title I SW: 1,2) (Target Group: All,ECD)	Prevention Specialist, Teachers		pens, markers, file folde, (S)After school tutorials and classes, (S)State Compensatory Education Program	Summer School, GT, Bilingual/ESL, Special Education and Dyslexia; analysis and comparison of data for participants and non-participants in special strategies
11. Title I, Part A School-wide Project components are ensured through the implementation of scientifically based research based practices and appropriate academic interventions including Transition Plans for students to enter college, career, or the military for historically underserved populations (ESSA) (Title I SW: 1) (Target Group: All,ECD)	Campus Administrators, Counselor(s), Teachers	August 2019-May 2020	(F)Director of State and Federal Programs, (L)District Coordinators, (L)District CTE, (L)Lead Teachers, (S)State Compensatory Education Program - \$1,000	Summative - Agendas and sign-in sheets
12. Provide educational support for students utilizing differentiated instruction/curriculum, inquiry based-learning, hands on activities and resources in both the Options and IB Programs. (ESSA) (Title I SW: 1,3,4,5) (Target Group: All,ECD,Dys)	Campus Administrators, CILT Team, Department Heads, Dyslexia Lab Teacher, IB Campus Coordinator, Librarian, Nurse, Teachers	September 2019-May 2020	(F)Director of State and Federal Programs, (L)Teachers, (O)RTI Strategies, (S)State Compensatory Education Program - \$1,245,084	Summative - Units of curriculum from all programs
13. Provide individualized PGP for students who are At-Risk (have not passed an EOC administration or behind in credits) and implement strategies for success (ESSA) (Title I SW: 1,8,9) (Target Group: All,ECD,AtRisk,12th)	Advisors, Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(F)DMAC, (L)Academic Counselors, (O)School Supplies - EOC resource books, tests, (S)State Compensatory Education Program	Summative - Student class, enrollment, graduation rate
14. Utilize Student Performance/Identification Criteria to identify students who are at risk of dropping out of school based on the 13 at risk	Attendance Team, Campus Administrators, Counselor(s), Dropout Prevention Specialist,	August 2019-May 2020	(F)Director of State and Federal Programs, (F)Dyslexia, (F)NCLB Guidelines, (F)Title I,	Summative - Number of student referrals from home campuses

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
indicators. In addition, counselors will identify students at risk of dropping out of school based on the school district's local criteria due to attendance, mental health, 504 plans, dyslexia, etc. (Title I SW: 1,2,3,9,10) (Target Group: All,AtRisk) (Strategic Priorities: 2,3) (CSFs: 1,2,4,5)	Special Ed Teacher, Teachers		(L)Academic Counselors, (L)Assistant Principal, (L)Attendance Officer, (L)RTI Coordinator, (O)State, Local and Federal Funds, (S)State Compensatory Education Program	

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 2.** By May 2020, Special Education student performance on state assessments will increase by 1% as compared to 2019 performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide educational support for students with disabilities/special needs by utilizing differentiated instruction/curriculum, lowering student/teacher ratio to 15:1; core instructional materials (ESSA) (Title I SW: 3,9) (Target Group: SPED)	Campus Administrators, Counselor(s), Special Ed Teacher, Teachers	August 2019- August 2020	(F)IDEA Special Education, (L)Teachers	Summative - Units of modified/differentiated curriculum
2. Monitor student academic progress to ensure needs of special population students are met within a timely manner and ensure that students graduate under ESSA guidelines. (ESSA) (Title I SW: 1,3,4) (Target Group: SPED)	Advisors, Campus Administrators, Counselor(s), Special Ed Teacher, Teachers	August 2019- August 2020	(F)DMAC, (F)STAAR Summary Reports, (L)Academic Counselors, (L)Campus Administrator(s), (L)Progress Reports, (L)Sp Ed Local, (L)Teachers	Summative - Evidence of ongoing monitoring of students
3. Create and implement a process to ensure teachers are applying accommodations for students receiving special education services as specified in the students' IEPs accommodation page from the ARD and that coordination between special education and general education teachers is occurring. (Title I SW: 3,9) (Target Group: SPED)	Campus Administrators, Diagnostician, Director of Special Education, Special Ed Teacher, Special Ed. Coordinators	August 2019- August 2020	(F)Special Education Department (Federal), (S)Sp Ed State	Summative - Review of logs/folders, documentation of provided accommodations, compliance with Federal, State, and Local Guidelines
4. In addition to district report card distribution, parents will receive IEP progress reports provided by special education teacher and related service providers. (Title I SW: 3,6) (Target Group: SPED)	Director of Special Education, Sp Ed Related Service Provider, Special Ed Teacher, Special Ed. Coordinators	August 2019- August 2020	(F)Special Education Department (Federal)	Summative - IEP progress reports
5. Review student records to determine if the student has received (1) support services as documented in the IEP; (2) supplementary aides, when appropriate; (3) linguistic plans, when appropriate; (4) if Manifestation ARDs have been held, when appropriate (Title I SW: 2,3,10) (Target Group: SPED)	Campus Administrators, Sp Ed Related Service Provider, Special Ed Teacher, Special Ed. Coordinators	August 2019- August 2020	(F)Special Education Department (Federal), (S)Sp Ed State	Summative - Folder/logs review; compliance with Federal, State and Local Guidelines
6. Special education staff members will utilize an (IEP) online program to create and maintain student evaluations and ARD documentation. (Title I SW: 9) (Target Group: SPED)	Sp Ed Related Service Provider, Special Ed Teacher	August 2019- August 2020	(F)Special Education Department (Federal)	Summative - Online managing system (ESPED), evaluation, and ARD reports

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**Objective 2.** By May 2020, Special Education student performance on state assessments will increase by 1% as compared to 2019 performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Assistive Technology devices will be provided to special education students, when appropriate (Title I SW: 9,10) (Target Group: SPED)	Campus Administrators, Diagnostician, Director of Special Education, Sp Ed Related Service Provider, Special Ed Teacher, Special Ed. Coordinators	August 2019-August 2020	(F)Special Education Department (Federal), (S)Sp Ed State	Summative - IEP progress
8. Disaggregate data for special education students to identify performance gaps and meeting annual standards as designated for all state and ESSA federal programs. (Title I SW: 2,3,8,9) (Target Group: SPED)	Campus Administrators, Counselor(s), Special Ed Teacher, Teachers	August 2019-August 2020	(F)Special Education Department (Federal), (S)Sp Ed State	Summative - documentation of interventions
9. Maintain an individualized EOC preparation for special education students and provide Personalized Graduation Plans (PGPs). (ESSA) (Title I SW: 1,2,3,9) (Target Group: SPED)	Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(F)DMAC, (L)Academic Counselors, (O)School Supplies - EOC resource books; test, (S)State Compensatory Education Program - \$81,854	Summative - student class enrollment; graduation rate
10. Provide teachers with supplemental resource materials to meet the needs of the special education child. (ESSA) (Title I SW: 1,3,4,5) (Target Group: SPED)	Campus Administrators, Sp Ed Related Service Provider, Special Ed Teacher, Special Ed. Coordinators	August 2019-August 2020	(F)Special Education Department (Federal), (L)Sp Ed Local, (S)State Compensatory Education Program - \$2,227	Summative - documentation of receipt of materials

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 3.** By May 2020, English Language Learner performance on state assessment will increase by 2% as compared to 2019 performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize John Seidlitz and the 7 Steps to a Language Rich Environment to increase opportunities for students (i.e. LEP) to communicate through reading, writing, listening, and speaking activities in all content areas with an emphasis on vocabulary building. (ESSA) (Title I SW: 1,3,4) (Target Group: ESL,LEP)	Bilingual Coaches, Campus Administrators, Director of Bilingual/ESL Program, Director of State and Federal Programs, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (F)TELPAS, (F)Title III Bilingual / ESL, (O)SIOP Differentiated Instruction	Summative - units of curriculum, evaluations, assessments
2. Disaggregate data for all English Learners and identify performance gaps to assist student in meeting annual standards in both the Options and the IB Programs. (ESSA) (Title I SW: 1,2,9) (Target Group: LEP)	Bilingual Department, Campus Administrators, CILT Team, Teachers	August 2019-August 2020	(F)Title I, Part A - Improving Basic Pgms - \$52,000	Summative - Benchmarks, STAAR scores, HEAT
3. Provide educational support for students with Limited English Proficiency and identified in the English Learners student group by utilizing differentiated instruction/curriculum, lowering student/teacher ratio to 15:1; ie. core instructional materials, and RTI (ESSA) (Title I SW: 1,3,4,5) (Target Group: ESL,LEP)	Campus Administrators, Director of Bilingual/ESL Program, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (F)Title III Bilingual / ESL, (L)Teachers, (S)State Compensatory Education Program - \$1,245,084	Summative - Units of curriculum
4. Create and implement STAAR EOC preparation classes to include and prioritize Limited English Proficiency students enrolled in to these courses and create/maintain Personalized Graduation Plans (PGPs). (ESSA) (Title I SW: 1,3,5) (Target Group: ESL,LEP)	Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(F)DMAC, (L)Academic Counselors, (O)School Supplies - EOC resource books; test, (S)State Compensatory Education Program - \$81,854	Summative - student class enrollment; graduation rate
5. Monitor student academic progress to ensure needs of Limited English Proficiency students are met within a timely manner and ensure that students graduate in both the Options and the IB Programs. (ESSA) (Title I SW: 1,3,4) (Target Group: ESL,LEP)	Advisors, Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(F)DMAC, (F)Parental Involvement, (F)STAAR Summary Reports, (F)TELPAS, (L)Academic Counselors, (L)Assistant Principal, (L)Curriculum, (L)Principal, (L)Progress Reports, (L)Teachers, (O)Attendance Cards/Logs, (S)After school	Summative - documentation of monitoring and interventions; LPAC meeting documentation

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**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 3.** By May 2020, English Language Learner performance on state assessment will increase by 2% as compared to 2019 performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
			tutorials and classes	
6. Supplemental Instructional materials/resources will be purchased and provided to teachers to enhance Bilingual/ESL Programs and content area curriculum to meet the needs of the Limited English Proficient student. year. (ESSA) (Title I SW: 2,3,9,10) (Target Group: ESL,LEP)	Bil/ESL Director, Campus Administrators, Director of State and Federal Programs, Teachers	August 2019-August 2020	(F)Title I, (F)Title III Bilingual / ESL, (S)State Bilingual, (S)State Compensatory Education Program	Summative - Bilingual/ESL program evaluation
7. Provide training opportunities to Bilingual/ESL teachers, as well as content area teachers who serve LEP/EL students, to include, but not limited to the following: English Language Proficiency Standards (ELPS), Language Proficiency Assessment Committee (LPAC), 7 Steps to a Language Rich Environment district initiative, Academic Vocabulary, Thinking Maps, Dual Language, Time and Treatment, Bil/ESL TExES, TELPAS, etc. (Title I SW: 1,2,4) (Target Group: ESL,LEP)	Bil/ESL Coaches, Bil/ESL Director	August 2019-August 2020	(F)Title III Bilingual / ESL, (S)State Bilingual	Summative - sign-in sheets, agendas, classroom observations, student outcomes
8. Content area teachers provide supplemental, focused, intense small group instruction for students identified for language support, remediation and/or acceleration through tutorials and summer school. (ESSA) (Title I SW: 2,3,9) (Target Group: ESL,LEP)	AVID Teacher, Bilingual Department, Campus Administrators, Teachers	August 2019-August 2020	(F)Title III Bilingual / ESL	Summative - sign-in/time sheets, state assessment scores
9. EL Campus Committee members will attend district-wide professional development on the 7 Steps to a Language Rich Interactive classroom. Attendees will become Trainer of Trainers for their campus in order to support and monitor the success of all EL students.	Campus Administrators, Special Ed Teacher, Teachers	August 2019 - May 2020	(F)Title III Part A, (S)State Bilingual	Summative - sign-in and agenda

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 4.** By May 2020, At-Risk student performance on the state assessment will close performance gaps to less than 2% in each subject area as compared to their non At-Risk peers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Disaggregate data for all St-Risk students and identify performance gaps to assist students in meeting annual standards in both the Options and the IB Programs with an emphasis on growth. (Title I SW: 1,2,9) (Target Group: AtRisk)	Advisors, Campus Administrators, CILT Team, Teachers	August 2019- August 2020	(F)Title I, Part A - Improving Basic Pgms - \$52,000	Summative - Benchmark, STAAR, HEAT
2. Title I Part A Campus-wide Project Component Provide activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) with effective, timely additional assistance through the Response to Intervention process which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance. (ESSA) (Title I SW: 1,3,4) (Target Group: AtRisk)	Campus Administrators, RTI Committee, Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (F)Title I - \$78,470	Summative - Evidence of documentation of prevention (data); intervention (strategies); extended day, week, year attendance data; RTI meetings and meeting logs
3. Provide novels for interdisciplinary lessons between reading and Social Studies to assist in learning and making connections (ESSA) (Title I SW: 1,3,4) (Target Group: AtRisk)	Campus Administrators	August 2019- August 2020	(O)School Supplies - \$400	Summative - documentation of lessons
4. Continue to provide support and supplemental services to the Needy/Homeless/Neglected child in order to attend school (i.e. school supplies, clothing,) (Title I SW: 6,9,10) (Target Group: ECD,AtRisk)	Campus Administrators, Homeless Liason	August 2019- August 2020	(F)Title I, Part A - Improving Basic Pgms, (L)Local	Summative - Homeless services, grades, attendance
5. Provide educational support for At-Risk students by utilizing differentiated instruction/curriculum in both the Options and the IB Programs. (ESSA) (Title I SW: 1,3,4) (Target Group: AtRisk)	Campus Administrators, CILT Team, Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (L)Teachers, (O)RTI Strategies, (S)State Compensatory Education Program - \$1,245,084	Summative - units of curriculum
6. Create and implement individualized EOC preparation for At-Risk students and	Campus Administrators, Counselor(s), Teachers	August 2019- August 2020	(F)DMAC, (L)Academic Counselors, (O)School Supplies	Summative - student class enrollment; graduation rate

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**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 4.** By May 2020, At-Risk student performance on the state assessment will close performance gaps to less than 2% in each subject area as compared to their non At-Risk peers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
create/maintain Personalized/Graduation Plan in both the Options and the IB Programs. (ESSA) (Title I SW: 1,3,9) (Target Group: AtRisk)			- EOC resource books; test, (S)State Compensatory Education Program - \$81,854	
7. Monitor student academic progress to ensure needs of At-Risk Students are met within a timely manner and ensure that students graduate. (ESSA) (Title I SW: 1,3,4) (Target Group: AtRisk)	Advisors, Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(F)DMAC, (F)Parental Involvement, (F)STAAR Summary Reports, (L)Academic Counselors, (L)Campus Administrator(s), (L)Curriculum, (L)Progress Reports, (L)Teachers, (O)Attendance Cards/Logs, (S)After school tutorials and classes	Summative - documentation of monitoring and interventions
8. Provide teachers with supplemental resource materials to meet the needs of the At-Risk student. (ESSA) (Title I SW: 1,3,4) (Target Group: AtRisk)	Campus Administrators	August 2019-August 2020	(F)Title I, Part A - Improving Basic Pgms - \$800, (S)State Compensatory Education Program - \$2,227	Summative - documentation of lessons
9. Track and Monitor attendance/academic progress/dropout rate for At-Risk students to ensure that students graduate in four years with their cohort in both the Options and the IB Programs. (ESSA) (Title I SW: 1,10) (Target Group: AtRisk)	Attendance Officer, Campus Administrators, Counselor(s), Data Processing Clerk, Dropout Prevention Specialist, Social Worker, Teachers	August 2019-August 2020	(L)Teachers, (O)Campus Staff, (O)District Programs, (O)Student records, (S)State Compensatory Education Program	Summative - audit of PEIMS reports, reduction in drop-out rate; semiannually
10. Provide focused small group instruction for students identified for remediation and/ or acceleration through RTI, tutorials and summer school for the students in the Options Program. (ESSA) (Title I SW: 1,2,3) (Target Group: AtRisk)	Campus Administrators, Instructional Services Division	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - STAAR data
11. Provide intervention and acceleration for students identified with delays in reading.(ESSA) (Title I SW: 1,2,3,9) (Target Group: AtRisk,Dys)	Dyslexia Teacher, ELA (Title I Districtwide) Instructional Coach, ELA Teachers, RTI Committee	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Reading levels; STAAR data
12. Ensure alternative programs, services and	Campus Administrators,	August 2019-	(F)Federal Funds, (F)IDEA	Summative - Student profile forms

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**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 4.** By May 2020, At-Risk student performance on the state assessment will close performance gaps to less than 2% in each subject area as compared to their non At-Risk peers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
pre-referral interventions (such as RTI, 504, Reading Interventionists, Dyslexia Program, etc) are implemented prior to the referral of students, including Special Education. (ESSA) (Title I SW: 1,2,9) (Target Group: AtRisk,Dys)	Campus RTI Coordinator/Committee, Counselor(s), Dyslexia Teacher	August 2020	Special Education, (L)Local, (O)Grant Funds, (O)State, Local and Federal Funds, (S)Local Funds	
13. Provide Pregnancy Related Services that included on-campus support and Homebound Instruction to pregnant students during pregnancy, prenatal, and post partum periods to help the adjust academically, mentally and physically to stay in school. (ESSA) (Title I SW: 6,9,10) (Target Group: AtRisk)	Campus Administrators, Counselor(s), Dir. Health Services, Director of State and Federal Programs, Pregnancy Related Svs. Social Worker	August 2019-August 2020	(L)Local, (S)State Compensatory Education Program - \$45,000	Summative - Dropout rate
14. Provide assistance for students and their families to remove barriers in school readiness, success and attendance. (ESSA) (Title I SW: 1,2,9) (Target Group: ECD,AtRisk)	Director for Student Support (Student Support Div), Director of State and Federal Programs, Federal Programs Strategist	August 2019-August 2020	(F)Parent Meetings, (F)Parental Involvement Specialist , (L)Campus Administrator(s)	Summative - Parent surveys, districtwide Title 1 parent summative evaluation report
15. Provide supplemental services to students identified as Homeless or Neglected. (Title I SW: 1,2,9) (Target Group: ECD) (Strategic Priorities: 4)	Campus Administrators, Counselor(s), Dropout Prevention Specialist, Homeless Liason, Social Worker, State and Federal Programs Office	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Evidence of intervention
16. Provide focused small group instruction for students identified for remediation and/ or acceleration through RTI, and tutorials for students in the IB Programme. (Title I SW: 1,3,8,9,10) (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1)		August 2019-August 2020		Summative - EOC and Benchmark DATA
17. Transition Teachers are to continue to provide all incoming 9th grades with organizational and study skills to succeed academically.	Transition Teachers	August 2019-May 2020	(F)Title I	Summative - Dropout Rate, Graduation Rate

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**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 5.** Significant improvement in student performance on STAAR that exceeds state averages for students not achieving their full potential.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Utilize TCMPC as the curriculum guide for core content areas. Implement the Texas Education Service Centers Curriculum Collaborative (TESCCC) documents, CCR, ELLs, and new TEKS objectives for all content areas and evaluate their implementation. (ESSA) (Title I SW: 1,2,3,4,9,10) (Target Group: All) (Strategic Priorities: 1,2,3,4)</p>	<p>Campus Administrators, Counselor(s), Department Heads, IB/AP TEACHERS, Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Evidence provided through testing scores and curriculum writing</p>
<p>2. Continue the individualized EOC preparation courses for all subjects for all students; continue providing writing intervention via writing instructor. (ESSA) (Title I SW: 1,3,9) (Target Group: All) (Strategic Priorities: 2,3)</p>	<p>Campus Administrators, Counselor(s), Department Heads, Director of Human Resources - Sec. , Director of State and Federal Programs, Teachers, Writing Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - EOC scores Number of students served by Writing Instructor</p>
<p>3. Monitor students that did not perform satisfactory on an assessment instrument administered to the student under TEC, Subchapter B, chapter 39 and who has not in the previous or current school year subsequently performed on that instrument or another appropriate instrument at a level equal to at least 110% of the level. (Title I SW: 1,2,3,8,9) (Target Group: All)</p>	<p>Campus Administrators, Counselor(s), Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Evidence of the number of students served</p>
<p>4. Title 1 Part A School Wide Project Component - Conduct a comprehensive needs assessment of entire campus based on information that includes the achievement of all children in relation to the State Academic Content Standards and Student Academic Achievement Standards (SACSAS): LEP, Attendance, Migrant, At-Risk, Sp. Ed., Graduation Rate, Dropouts. (ESSA) (Title I SW: 1,2,3,4,9,10) (Target Group: All) (Strategic Priorities: 1,2,3,4)</p>	<p>Advisors, Campus Administrators, CILT Team, Counselor(s), Department Heads, Dropout Prevention Specialist, IB Campus Coordinator, IB/AP TEACHERS, Parental Involvement Specialist, Social Worker, Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Evidence of data disaggregation Documentation of curriculum writing and application of intervention applied Analysis of interventions</p>

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 5.** Significant improvement in student performance on STAAR that exceeds state averages for students not achieving their full potential.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>5. Provide Supplemental Summer Program to enhance and/or enrich the struggling child or the child needing to advance. In addition accelerated instruction and enrichment camps are provided to assist the special programs groups. (Title I SW: 1,2,3,8,9,10) (Target Group: All,ECD,Migrant,LEP,SPED,GT,AtRisk) (Strategic Priorities: 2,3,4)</p>	<p>Campus Administrators, CILT Team, Core Area, Counselor(s), Teacher Volunteers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK</p>	<p>Summative - Student enrollment and completion of Summer Program Number of participants in enrichment camps</p>
<p>6. Provide supplemental staff support and resources to campuses for targeted interventions. (Title I SW: 1,2,9) (Target Group: ECD,LEP,SPED,AtRisk) (Strategic Priorities: 2,3,4)</p>	<p>At-Risk Counselor, Attendance Officer, Campus Administrators, Counselor(s), Dropout Prevention Specialist, Parental Involvement Specialist, Social Worker</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Evidence of support and resources provided for interventions Feedback regarding the interventions</p>

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 6.** Maintain less than .5% dropout rate in middle school and 1% in high school annually for 2019 and 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide online learning opportunities for students, such as Plato Courseware. (ESSA) (Title I SW: 1,2,3,9) (Target Group: AtRisk) (Strategic Priorities: 2,4) (CSFs: 1)	Campus Administrators, CILT Team, Counselor(s), Dropout Prevention Specialist, Teachers	August 2019- August 2020	(O)State, Local and Federal Funds, (S)State Compensatory Education Program - \$30,000	Summative - Evidence of the programs in place being utilized by the students
2. Monitor student academic progress to ensure the needs of all students are met within a timely manner and ensure that students graduate under ESSA guidelines. (ESSA) (Title I SW: 1,2,3,8,9) (Target Group: All) (Strategic Priorities: 2,3,4)	Advisors, Campus Administrators, CILT Team, Counselor(s), Dropout Prevention Specialist, Social Worker, Teachers	August 2019- August 2020	(O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK	Summative - Graduation rates
3. Assist in securing child care services and transportation for infants and toddlers of parenting teen students. (Title I SW: 1,2,6,10) (Target Group: All,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 3,4) (CSFs: 1,4,5,6)	At-Risk Counselor, Campus Administrators, Nurse, Parental Involvement Aide, Parental Involvement Specialist, Social Worker, State and Federal Programs	September 2019- May 2020	(F)Director of State and Federal Programs, (F)Parental Involvement Specialist , (F)State and Federal Programs, (F)Title I	Summative - Increased attendance by teen parents.
4. Title I Part A School-wide Project Component - Identify and implement effective methods and instructional strategies based on scientifically based research that strengthen the core academic program in the school; increase the amount and quality of learning time; offer before and after-school tutoring, summer programs and Evening Study Center; provide an enriched and accelerated curriculum; and strategies for meeting the educational needs of historically under-served populations. (ESSA) (Title I SW: 1,2,3,9,10) (Target Group: All) (Strategic Priorities: 4)	Advisors, Campus Administrators, CILT Team, College Admissions and Scholarship Specialists, Counselor(s), Credit Recovery Teacher, Dropout Prevention Specialist, Evening Study Center Staff, Parental Involvement Specialist, Social Worker, Teacher Volunteers, Teachers	August 2019- August 2020	(O)State, Local and Federal Funds	Summative - Evidence of methods and strategies applied Attendance verification for extended year initiatives Credit slips from accelerated instruction
5. Ensure campus utilizes a Response to Intervention (RTI) model within the RTI Teams. Proper utilization support with the assignment of a full time Social Worker on campus. (ESSA) (Title I SW: 2,9,10) (Target Group: All)	Campus Administrators, Campus RTI Coordinator/Committee, Counselor(s), Dropout Prevention Specialist, Nurse,	August 2019- August 2020	(L)RTI, (L)RTI Coordinator, (L)RTI Procedures, (L)Teachers, (O)RTI Folder, (O)RTI Referral Materials, (O)RTI Strategies, (O)State,	Summative - Records of RTI numbers Feedback on interventions Social Worker feedback

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 6.** Maintain less than .5% dropout rate in middle school and 1% in high school annually for 2019 and 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 4)	Social Worker, Teachers		Local and Federal Funds	
<p>6. Collaborate with District staff to enhance the Summer School program and the MISD evening academic center to successfully serve students from all high schools:</p> <ul style="list-style-type: none"> <li>•Promote program via counseling department and the dropout prevention specialist at all high schools</li> <li>•Follow established procedures for enrollment</li> <li>•Collect and distribute data, as appropriate</li> <li>•Utilize designated curriculum</li> <li>•Provide tutoring services, to include Saturday School</li> <li>•Provide counseling services</li> <li>•Submit budget requests to implement the program for the following school year (ESSA) (Title I SW: 1,3,9,10) (Target Group: All) (Strategic Priorities: 4)</li> </ul>	<p>Assistant Supt. for Instructional Services, Campus Administrators, Counselor(s), Credit Recovery Lab Aide, Credit Recovery Teacher, Dropout Prevention Specialist, Evening Study Center Director, Evening Study Center Staff, Instructional Support Services Team, Nurse, Parental Involvement Specialist, Social Worker, State and Federal Programs, Teachers, Tutors</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Enrollment numbers Credits completed Attendance records</p>
<p>7. Implement systems of support (i.e. PLATO courses, Acceleration, Mini-mesters, STAAR EOC prep classes, writing intervention with a writing instructor, TSI preparation materials) for all students who lack credits or who have not passed any of the STAAR EOC exams. (ESSA) (Title I SW: 1,2,8,9) (Target Group: All,12th) (Strategic Priorities: 4)</p>	<p>Advisors, Campus Administrators, Core Area, Counselor(s), Credit Recovery Lab Aide, Credit Recovery Teacher, Dropout Prevention Specialist, Parental Involvement Specialist, Social Worker, Teachers, Testing Administrator, Tutors, Writing Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Plato course completions Acceleration completions Student completions of mini-mesters Student enrollment in EOC prep courses TSI completions</p>
<p>8. Track and monitor attendance, academic progress, and the dropout rate for all students including those with disabilities to ensure completion of a four year high school diploma with the assistance of employing a full-time Drop Out Prevention Specialist and a full-time Attendance Officer. (ESSA) (Title I SW: 1,2,9,10) (Target Group: All) (Strategic Priorities: 1,4)</p>	<p>Assistant Superintendent, HR, Assistant Supt. for Instructional Services, Campus Administrators, Director of Human Resources - Sec. , State and Federal Programs</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Drop Out Prevention Special on staff full-time Attendance Officer on staff full-time</p>

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 6.** Maintain less than .5% dropout rate in middle school and 1% in high school annually for 2019 and 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>9. Reduce the occurrence of retention through accelerated instruction and credit recovery programs. (Title I SW: 1,2,3,9) (Target Group: AtRisk) (Strategic Priorities: 4)</p>	<p>Advisors, Campus Administrators, CILT Team, Counselor(s), Credit Recovery Lab Aide, Credit Recovery Teacher, Dropout Prevention Specialist, Evening Study Center Director, Evening Study Center Staff, Parental Involvement Specialist, Social Worker, State and Federal Programs, Teachers, Tutors</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Limited number of students in acceleration or credit recovery</p>
<p>10. Continue to offer classes and services for students at the Lamar Evening Study Center to ensure that high school at-risk students stay on cohort for graduation. (Title I SW: 1,2,9) (Target Group: AtRisk) (Strategic Priorities: 4)</p>	<p>Advisors, Campus Administrators, Counselor(s), Dropout Prevention Specialist, Evening Study Center Director, Evening Study Center Staff, Parental Involvement Specialist, Social Worker, State and Federal Programs, Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds, (S)State Compensatory Education Program - \$35,000</p>	<p>Summative - Enrollment numbers for ESC Record of students remaining on cohort</p>
<p>11. High School Dropout Prevention Specialist is to continue working with assigned middle school counselors that have overage children attending the Lamar Academy Evening Study Center to motivate and encourage high school transition and completion. (Title I SW: 1,2,9,10) (Target Group: AtRisk) (Strategic Priorities: 4)</p>	<p>Campus Administrators, Counselor 7th Grade, Counselor 8th Grade, Counselor(s), Credit Recovery Lab Aide, Credit Recovery Teacher, Dropout Prevention Specialist, Evening Study Center Director, Evening Study Center Staff, Parental Involvement Specialist, Social Worker, Teachers</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds</p>	<p>Summative - Number of overage Middle School student enrolled in Lamar ESC Attendance records for those students Number of students reaching on age grade level</p>

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 7.** 85% of students graduating in 2020 will be Postsecondary Ready, College, Career or Military Ready. (Rigorous/World Class Standards to Customized for Every Learner and Future-Ready Students)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue the development of global learning and mindedness in both the MYP and DP International Baccalaureate Programmes. (ESSA) (Title I SW: 1,3,4) (Target Group: GT,9th,10th,11th,12th) (Strategic Priorities: 1,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Director of Advanced Academics, IB Campus Coordinator, IB Staff	August 2019-August 2020	(L)Advanced Academics Department, (L)IB Coordinator, (L)IB MYP Training for Secondary , (L)IB Training or Conferences, (O)GT Funds, (O)GT/AP/IB Consultants, (O)IB TRAININGS, (O)IB Units, (O)IB-OCC, (O)IBO, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Evidence of international mindedness present in the MYP/DP units
2. Deliver through campus advisory classes an Internet Safety curriculum to all students. (ESSA) (Title I SW: 1,3) (Target Group: All)	Advisors, Campus Administrators, CTE Teachers, Librarian	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Sign-In sheets Email notifications
3. Continue to add depth and complexity through the IB/AP curriculum development by IB/AP teachers to meet the needs of advanced and gifted learners. (ESSA) (Title I SW: 1,3,8) (Target Group: All,GT) (Strategic Priorities: 2,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics , Campus Administrators, Certified AP Teachers, Director of Advanced Academics, IB Campus Coordinator, IB/AP TEACHERS	August 2019-August 2020	(L)Advanced Academics Department, (L)Gifted and Talented Funds, (L)IB Coordinator, (L)IB MYP Training for Secondary , (L)IB Training or Conferences, (L)Pre-AP and MYP Teachers, (L)Pre-AP/AP Trainings, (L)Pre-AP/LTF Training for Secondary, (O)GT Funds, (O)GT/AP/IB Consultants, (O)IB Level 2 Training Materials, (O)IB Level 3 Training Materials, (O)IB Teachers, (O)IB-OCC, (O)IBO, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Trainings completed Evidence in the lesson plans and various MYP/DP Units
4. Increase promotion based on HB5 criteria of	Campus Administrators, College	August 2019-	(O)State, Local and Federal	Summative - Enrollment in IB, AP,

# LAMAR ACADEMY

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
advanced and dual credit courses through communication of benefits and early foundation preparation of course entry by continuing SAT/ACT prep courses; TSI preparation courses (offer a waiver from passing the test for students who didn't pass). (Title I SW: 1,9) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 3,4)	Admissions and Scholarship Specialists, Counselor(s), Teachers, Testing Administrator	August 2020	Funds	and Dual courses Number of students completing the TSI, ACT, SAT
5. Continue providing a 9th Grade Transitional Teacher to assist students with the knowledge, skills and abilities necessary to be active and successful learners both in high school and in college.(ESSA) (Title I SW: 1,3,9) (Target Group: GT,9th) (Strategic Priorities: 3)	9th Grade Transitional Teacher, Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics Services Director , Campus Administrators, Counselor(s), State and Federal Programs	August 2019- August 2020	(L)Advanced Academics Department, (O)State, Local and Federal Funds	Summative - Number of students enrolled in and completing 9th Grade Transition course
6. Foster a relationship and opportunities to earn college credit via dual/concurrent enrollment and articulation agreements with STC, TSTC, and UTRGV that encourages the students to enroll in higher educational courses and provide the appropriate books and equipment for these courses. (ESSA) (Title I SW: 1,3,8,9) (Target Group: All) (Strategic Priorities: 1,3)	Campus Administrators, Counselor(s), Director of Advanced Academics, Director of Federal Programs , Director of Instructional Technology	August 2019- August 2020	(F)Director of State and Federal Programs, (L)Campus Administrator(s), (L)Supplemental Material, (O)Dual Enrollment Training, (O)Grants, (O)GT Funds, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director	Summative - Number of students successfully completing concurrent and dual enrollment coursework The proper books and equipment supplied for each class
7. Increase the number of students receiving college credits, industry recognized certifications and licenses by enrolling and successfully completing advanced courses (AP/PreAP, MYP/IB, Academic & CTE Dual Enrollment). (Title I SW: 1,2,3) (Target Group: All) (Strategic Priorities: 3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics , Campus Administrators, Counselor(s), CTE Coodinators, CTE Teachers, State and Federal Programs	August 2019- August 2020	(F)Director of State and Federal Programs, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Number of students completing the coursework
8. Offer students opportunities to earn a variety of licenses through the Career and Technology Education Program by increasing the number CTE teachers and courses offered	Campus Administrators, Counselor(s), CTE Coodinators, CTE Counselors, CTE Teachers, Director of Career	August 2019- August 2020	(F)Technology Equipment, (L)CTE Funds, (L)CTE Labs, (O)Grant Funds, (O)State, Local and Federal Funds	Summative - Number of certified teachers Number of students completing the certificates

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(ESSA) (Title I SW: 1,3,4,8) (Target Group: All,CTE) (Strategic Priorities: 3)	Technical Education			
9. Will increase capacity and access to the International Baccalaureate Middle Years Programme (MYP) and Diploma Programme (DP) (ESSA) (Title I SW: 1,3,4) (Target Group: All) (Strategic Priorities: 1,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Counselor(s), Director of Advanced Academics, IB Campus Coordinator, IB Staff, IB/AP TEACHERS	August 2019- August 2020	(L)Advanced Academics Department, (L)Gifted and Talented Funds, (L)IB Coordinator, (L)IB MYP Training for Secondary , (L)IB Training or Conferences, (O)Grant Funds, (O)GT Funds, (O)IB TRAININGS, (O)IB-OCC, (O)IBO, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Increase in the enrollment numbers in both programmes
10. Each student at Lamar Academy will have individual college/career guidance sessions with the assigned counselors; Career Cruising College and Career Platforms will be utilized to assess and determine post-secondary options. Counselors will be available for parent conferences concerning college and career topics. (ESSA) (Title I SW: 1,3,6) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, College Admissions and Scholarship Specialists, Counselor(s), Parental Involvement Specialist	August 2019- August 2020	(O)State, Local and Federal Funds	Summative - Evidence of guidance sessions with students Sign-In sheets / Logs Parent Conference logs
11. Continue to explore the possibility of college campus visit trips for juniors who meet certain criteria such as taking the TSI, SAT, ACT, completing a college search, adequate grades and attendance etc. (ESSA) (Title I SW: 2) (Target Group: All) (Strategic Priorities: 3)	College Admissions and Scholarship Specialists, Counselor(s), Teachers	August 2019- August 2020	(F)College & Career Ready Specailists, (F)Director of State and Federal Programs, (O)State, Local and Federal Funds	Summative - Permission Slip for the trips Trip(s) taken
12. Require all Seniors to apply online to a post-secondary institution to include STC	College Admissions and Scholarship Specialists,	August 2019- August 2020	(O)Software, (O)State, Local and Federal Funds	Summative - Number of senior equal to the number of applicants

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 7.** 85% of students graduating in 2020 will be Postsecondary Ready, College, Career or Military Ready. (Rigorous/World Class Standards to Customized for Every Learner and Future-Ready Students)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and/or UTRGV (ESSA) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s)			from Lamar Academy
13. Ensure that all students of English I, II, III, and IV classes write a scholarship essay as part of their course completion requirements. (ESSA) (Title I SW: 1,2,3) (Target Group: All) (Strategic Priorities: 3)	College Admissions and Scholarship Specialists, ELA Department Chair, ELA Teachers	August 2019-August 2020	(F)College & Career Ready Specailists	Summative - Evidence of essays written
14. Instructional staff (Options Program) will support post-secondary education awareness efforts including academic requirements through classroom activities, campus initiatives and professional development. Conduct Meetings with Cohort Students every Six Weeks. (ESSA) (Title I SW: 1,2,3,4,9) (Target Group: All,ECD,LEP,SPED,AtRisk,Dys,504) (Strategic Priorities: 3,4)	Advisors, Campus Administrators, College Admissions and Scholarship Specialists, Counselor(s), Teachers	August 2019-August 2020	(F)College & Career Ready Specailists, (O)State, Local and Federal Funds	Summative - Evidence of activities from in class lessons Completion Certificates from trainings Sign-In sheets from Cohort Meetings dated every six weeks
15. Pre-AP and AP training for each teacher in every core subject to increase the rigor of instruction and increase AP class enrollment and testing. (Title I SW: 1,3,8) (Target Group: All,ECD,LEP,SPED,AtRisk,Dys,504) (Strategic Priorities: 1,2,3)	Advanced Academics , Campus Administrators, College Admissions and Scholarship Specialists, Counselor(s), Director of College, Career and Counseling, IB/AP TEACHERS, Testing Administrator	August 2019-August 2020	(L)Advanced Academics Department, (L)Pre-AP/AP Trainings, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Evidence of all core teachers trained in Pre-AP and/or AP Documented increase in the number of students enrolled and testing in Pre-AP and AP
16. Provide a wide variety of opportunities to increase student participation in extra curricular opportunities and fine arts, school approved clubs, and campus activities. (ESSA) (Title I SW: 1) (Target Group: All)	Campus Administrators, Counselor(s), Teachers	August 2019-August 2020	(L)Club and Organization Sponsors, (O)Grants, (O)State, Local and Federal Funds	Summative - Agendas Sign-In sheets Documentation of Membership / Participation
17. Increase the enrollment of the number of students in advanced STEM courses such as AP/IB Math, AP/IB Sciences, AP/IB Computer	Advanced Academics , Assistant Supt. for Instructional Services, Campus	August 2019-August 2020	(L)Advanced Academics Department, (L)AP Lead Teachers (Math, Sci, ELA, SS,	Summative - Evidence of the 5% increase

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Science by 3% this year. (Title I SW: 1,2) (Target Group: All,GT,10th,11th,12th) (Strategic Priorities: 3)	Administrators, College Admissions and Scholarship Specialists, Counselor(s), CTE Coodinators		LOTE), (O)GT Funds, (O)IB Teachers, (O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK	
18. Increase number of students performing at or above criterion score on one or more AP/IB Examinations by 3% in each subject. (Title I SW: 3) (Target Group: All,GT)	Advanced Academics , Campus Administrators, IB/AP TEACHERS	August 2019-August 2020	(O)GT Funds, (O)State, Local and Federal Funds	Summative - Documentation of the increase in scores
19. Verify the alignment of all Pre-AP/MYP courses to AP/DP courses from middle school to high school through curriculum writing alignment. (Title I SW: 2,3,8,9,10) (Target Group: All,GT,6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 2)	Advanced Academics , Campus Administrators, IB Campus Coordinator, IB Staff, IB/AP TEACHERS, State and Federal Programs	August 2019-August 2020	(O)GT Funds, (O)IB Teachers, (O)IB TRAININGS, (O)IB Units, (O)IB-OCC, (O)IBO, (O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK	Summative - Various MYP / DP units demonstrating curriculum alignment
20. Acceleration options, such as advanced mathematics, credit by examination, and grade acceleration are actively facilitated by campus and district administrators, counselors, and teachers. (Title I SW: 1,3,9) (Target Group: All,ECD,Migrant,LEP,SPED,GT,AtRisk,Dys,50 4) (Strategic Priorities: 2)	Advisors, Campus Administrators, CILT Team, Counselor(s), Dropout Prevention Specialist, Teachers	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Evidence of acceleration options offered / taken
21. MYP Personal Projects: learning experiences, curriculum and participation lead to the development of advanced level products and/or performances, each year. Gifted students (9 - 10) conduct research, using inquiry research methods, participate in action or service and present their sophisticated products to an audience and participate in question and answer. (Title I SW: 3,6,10) (Target Group: All,GT,10th)	Advanced Academics , Campus Administrators, IB Campus Coordinator, IB Staff	August 2019-April 2020	(L)Advanced Academics Department, (L)Campus Administrator(s), (L)IB Coordinator, (L)Pre-AP and MYP Teachers, (O)GT Funds, (O)IB Teachers, students and parents, (O)State, Local and Federal Funds	Summative - Personal Project Presentation night for the community
22. Campus must ensure G/T students have opportunities to work together as a group, work with other students, and work independently	Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics , Campus	August 2019-August 2020	(L)Gifted and Talented Funds, (O)GT Funds, (O)IB Teachers, (O)IB Units, (O)IB-OCC,	Summative - Evidence provided with the MYP / DP units (instruction)

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
during the school day throughout the entire school year as a direct result of G/T service options. In addition, 9 - 12 students must be assured an array of differentiated instruction that is commensurate with their abilities and that emphasize content in the four foundation curricular areas, including Texas Performance Standards Project. (Title I SW: 3,8,9,10) (Target Group: All,GT,9th,10th,11th,12th)	Administrators, Department Heads, IB Campus Coordinator, IB Staff, Teachers		(O)IBO, (O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	
23. The effectiveness and improvement of campus G/T services must be evaluated annually, and the data used to modify and update campus improvement plans. Parents must be included in the evaluation process. The method of evaluation is a local district decision. (Title I SW: 2,6,9,10) (Target Group: All,GT)	Advanced Academics , Campus Administrators, Counselor(s), District, Parent Advisory Council, Parental Involvement Specialist, Teachers	August 2019-August 2020	(L)District Budget	Summative - Documentation of annual evaluation Parent Sign-In sheets Documentation from the District for expected changes to GT services
24. All core subject instructors for the IB Programme (ELA, Math, Science, and Soc. Studies) will conduct DMAC Data analysis focusing on strategies to improve added value and student growth using IB Programme evaluation metrics. (Title I SW: 1,3,8,9,10) (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, IB Campus Coordinator, IB Staff	August 2019-May 2020	(L)District Budget	Summative - Summative - Documentation of annual evaluation, Parent sign-in sheets, agendas (as applicable), documentation from the district for expected changes to GT/Advanced Academic services.

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 8.** All students will graduate under the Foundation High School Program (FHSP) with an endorsement (Rigorous/World Class Standards Customized For Every Learner and Future-Ready Students)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Title I, Part A School-wide Project Component - Ensure, through the implementation of scientifically based resources, best practices and appropriate academic interventions are being utilized. (ESSA) (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 2,3,4)	Campus Administrators, College Career Specialist, Counselor(s), Teachers	August 2019-August 2020	(F)Title I, Part A, (F)Title I, Part A - Improving Basic Programs	Summative - Evidence of best practices in the classroom
2. Provide teachers with supplemental resource materials to meet the needs of students. (ESSA) (Title I SW: 1,2,3,9) (Target Group: All,ECD,Migrant,LEP,SPED,GT,CTE,AtRisk, Dys,504) (Strategic Priorities: 1,2,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics Services Director , Assistant Supt. for Instructional Services, Campus Administrators, State and Federal Programs	August 2019-August 2020	(L)District Budget, (O)State, Local and Federal Funds	Summative - Receipt of the necessary supplemental materials in the classroom for student use
3. Teachers and administrators will conduct instructional rounds to improve teaching and learning. (ESSA) (Title I SW: 1,2,3,4) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Counselor(s), IB Campus Coordinator, Teachers	August 2019-August 2020	(L)Campus Administrator(s), (L)Campus Instructional Team, (O)Instructional Round Resource Material, (O)Instructional Rounds Feedback Form	Summative - Documentation of IR data and feedback forms
4. Use technology throughout teaching and learning, implement different learning strategies for areas of content and pedagogy to engage students; increase opportunities for students to communicate through audio/video pod-casting, use of district funded technology resources, PowerPoint presentations, Google Apps for Education, and interactive books. (Title I SW: 2,3,8) (Target Group: All) (Strategic Priorities: 1,2,3)	Campus Administrators, Director of Instructional Technology, Librarian, Teachers	August 2019-August 2020	(F)Title I, Part A - Improving Basic Programs - \$20,000, (O)State, Local and Federal Funds, (S)State Compensatory Education Program - \$20,000	Summative - Documentation of how technology is utilized in the classroom environment Annual Technology Survey results
5. Design procedure(s) to monitor student achievement in each content area, which data will be utilized to make instructional decisions. (Title I SW: 1,2,3,8,9) (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, CILT Team, Department Heads, Teachers	August 2019-August 2020	(F)DMAC, (F)STAAR Summary Reports, (F)TELPAS, (L)AVID, (L)Campus Administrator(s), (L)CILT, (L)Curriculum, (L)Evaluations and Surveys,	Summative - Evidence of the procedure(s) designed Next step - implementation 2018 - 2019

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 8.** All students will graduate under the Foundation High School Program (FHSP) with an endorsement (Rigorous/World Class Standards Customized For Every Learner and Future-Ready Students)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
			(L)Exams, (L)Observation, (L)Skyward, (L)Surveys, (O)Campus Data Sheets, (O)Instructional Rounds Feedback Form, (O)Intervention Strategies, (O)RTI Strategies, (O)SIOP Differentiated Instruction, (O)STEAM PLUS FRAMEWORK, (S)College Readiness Standards, (S)TEKS	
6. Implement strategies that support an ongoing curriculum writing and content collaboration and calibration for all college going learners by intentional planning for AP, IB, Dual Enrollment, TSI, SAT, ACT, and licenses/certificates in the curriculum. (Title I SW: 3,4,9) (Target Group: All) (Strategic Priorities: 1)	Assistant Supt. for Instructional Services, Campus Administrators, Director of Advanced Academics, Director of State and Federal Programs, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (O)State, Local and Federal Funds, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Evidence of collaboration and calibration in the curriculum writing
7. Provide STEAM PLUS, content and pedagogy trainings for all teachers and administrators. (Title I SW: 2,3) (Target Group: All) (Strategic Priorities: 1)	Advanced Academics Services Director , Assistant Supt. for Instructional Services, Associate Supt. for Instructional Leadership, Campus Administrators, Core Coordinators, Director of Bilingual/ESL Program, Director of Career Technical Education, Director of Instructional Technology, Director of Special Education, Director of State and Federal Programs	August 2019-August 2020	(O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK	Summative - Attendance and completion of training Implementation of pedagogy in the classroom
8. Afford counselors the opportunity to meet with students in a guidance capacity to present career and registration information, verify the endorsement(s) selected, develop/update the personal graduation plan and monitor the academic progress of each student.	Advisors, Campus Administrators, Counselor(s), Dean of Instruction	August 2019-August 2020	(F)College & Career Ready Specailists, (O)State, Local and Federal Funds	Summative - Student transcripts Students schedules reflecting the selected endorsement(s)

# LAMAR ACADEMY

**Goal 1.** Student Achievement/Student Focus - Engaging Learning Environment/Future Ready Students/World Class Standards

**Objective 8.** All students will graduate under the Foundation High School Program (FHSP) with an endorsement (Rigorous/World Class Standards Customized For Every Learner and Future-Ready Students)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Title I SW: 1,3,6,10) (Target Group: All) (Strategic Priorities: 3)				
9. Develop a schedule that supports multiple opportunities for students to take a variety of academically rigorous courses through CTE/AP/IB/Dual Enrollment. (Title I SW: 3,6,9,10) (Target Group: All) (Strategic Priorities: 2,3)	Campus Administrators, Counselor(s), Director for Career Technology Education , Director for College/Career/Counseling, Director of Advanced Academics, Director of Federal Programs , IB Campus Coordinator	August 2019- August 2020	(O)State, Local and Federal Funds	Summative - Student schedules

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Implement strategies to increase parental involvement:</p> <ul style="list-style-type: none"> <li>* Family Literacy</li> <li>* Parent Meetings</li> <li>* Technology Training</li> <li>* College Nights</li> <li>* TEKS, STARR, EOC</li> <li>* PTSA</li> <li>* School Health Advisory Committee</li> <li>* LPAC</li> <li>* Parents of At-Risk students will be called and visited by Dropout Prevention Specialist, Social Worker, and Teachers with a personal invitation encouraging them to participate in campus events/activities (ESSA) (Title I SW: 6) (Target Group: All) (Strategic Priorities: 3,4)</li> </ul>	<p>Counselor(s), Dropout Prevention Specialist, Parental Involvement, Principal, Social Worker, Teachers</p>	<p>August 2019-August 2020</p>	<p>(F)Director of State and Federal Programs, (F)NCLB Guidelines, (F)Parent Compacts, (F)Parent Meetings, (F)Parent Survey, (F)Parental Involvement Policy, (L)District Budget, (O)Campus Budget, (O)Hardware - open computer/library lab, (S)State and Federal - Social Worker - Part Time, (S)State Compensatory Education Program</p>	<p>Summative - Agendas</p>
<p>2. Replace two high school Open House nights with two Family Nights. Provide access to computers, classroom activities, community and academic resources and academic advisement sessions. (ESSA) (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 3,4)</p>	<p>Campus Administrators, College Admissions and Scholarship Specialists, Librarian, Parental Involvement Specialist, Teachers</p>	<p>August 2019-August 2020</p>	<p>(F)Director of State and Federal Programs, (L)Academic Counselors, (L)Principal, (L)Teachers, (O)College Recruiters, (O)Employers, (O)Hardware - open computer/library la, (O)STEAM PLUS FRAMEWORK, (O)Student Computer Assistants, (O)UTPA, STC, University Outreach</p>	<p>Summative - Invitations and Web Link(s)</p>
<p>3. Provide a wide variety of opportunities and increase student participation in co-curricular and fine arts, clubs, etc. in both the Options and the IB Programs.(ESSA) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2,3)</p>	<p>Counselor(s), Parental Involvement Specialist, Specialized Advisors, Teachers</p>	<p>August 2019-August 2020</p>	<p>(L)McAllen Community Organizations, (O)Campus Budget, (O)Grant Funds, (O)Parent Organizations</p>	<p>Summative - Number of students participating in activities, decrease in drop-out rate, increase in attendance, decrease in discipline referrals, decrease in number of students in crisis situations (suicide, violence, drugs)</p>
<p>4. Develop community partnerships to include</p>	<p>CILT Team, Club Sponsors,</p>	<p>August 2019-May</p>	<p>(O)Business Community,</p>	<p>Summative - Number of students</p>

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
mentorship, employment shadowing/experience, mental health, self-esteem and stress management issues, etc. in both the Options and the IB Programs.(ESSA) (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Student Clubs, Teachers	2020	(O)Campus Staff, (O)Community Information Services, (O)Community Organizations, (O)Community Volunteers, (O)District Web Site, (O)Donations, (O)Guest Speakers, (O)Guidance counselor, (O)Hispanic Chamber of Commerce, (O)Intervention Strategies, (O)McAllen Chamber of Commerce, (O)Rotary Club	participating in the various activities
5. Increase effective parental and family contact/communication in the development and implementation of prevention/intervention strategies, especially for families with students who are most at-risk by providing a Home-bound Teacher, a Parental Involvement Specialist, use of the Family Treatment Center, an isolation room in the clinic, and a Drop Out Prevention Specialist. (ESSA) (Title I SW: 1,5,6,10) (Target Group: All,AtRisk) (Strategic Priorities: 1,3,4)	Advisors, College Admissions and Scholarship Specialists, Dropout Prevention Specialist, Librarian, Nurse, Parental Involvement, Police Department, Principal, RTI Committee, Social Worker, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (F)Parent Compacts, (F)Parent Meetings, (F)Title I, Part A, (L)District Budget, (O)Campus Budget	Summative - Home Visit(s) Documentation Meeting Agendas Parent Sign-In sheets
6. Increase the health and wellness of Students, Teachers, and Communities by maintaining "Let's Move" and "Alliance for a Healthier Generation" activities in order to remain a Bronze Campus. (Title I SW: 1,10) (Target Group: All)	Dir. Health Services, Nurse, Physical Education Teacher, Principal, Teachers	August 2019-August 2020	(L)District Coordinators	Summative - Agendas Assessment from "Alliance for a Healthier Generation"
7. Promote participation in all campus beautification projects. (ESSA) (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 4)	Advisors, Club Sponsors, Parent Volunteers, Student Clubs, Student Committee, Teacher Volunteers	October 2019-March 2020	(O)Business Community, (O)Community Organizations, (O)Community Volunteers, (O)Donations, (O)Grants, (O)PTO/PTSA, (O)Students	Summative - Agendas Volunteer Lists
8. Promote participation in off campus service projects such as food drives, nursing homes,	Advisors, Club Sponsors, Parent Volunteers, Student Clubs,	September 2019-March 2020	(L)Academic Counselors, (L)Curriculum, (O)Community	Summative - Agendas Volunteer Lists

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Art Walk, and other various community activities. (ESSA) (Title I SW: 1,10) (Target Group: All)	Student Committee, Teacher Volunteers		Organizations, (O)Community Volunteers, (O)Off Campus Organizations, (O)Students, (S)PRS Social Worker	
9. Increase Parent and community participation and awareness through surveys and presentations regarding District / Campus Initiatives: <ul style="list-style-type: none"> <li>•Campus' participation in Title I, Part A and its requirements</li> <li>•State standards (i.e. TEKS, AEIS, STARR, EOC)</li> <li>•National standards (i.e. AYP)</li> <li>•College Readiness (i.e. SAT, ACT, career prep)</li> <li>•Test Registration(i.e. SAT, ACT, TSI)</li> <li>•Higher Education application (FASA)</li> <li>•Family Literacy</li> <li>•Parenting and Leadership Skills</li> <li>•Technology Readiness</li> <li>•Instructional strategies to use with children at home</li> <li>•School Policies</li> <li>•Services for students with disabilities</li> <li>•Health topics</li> <li>•Counseling topics</li> <li>•Community resources</li> </ul> (ESSA) (Title I SW: 1,6,8,9,10) (Target Group: All)	Counselor(s), Dropout Prevention Specialist, Librarian, Nurse, Principal, Social Worker, Special Ed Teacher, Website Administrator	August 2019-August 2020	(F)Title I, Part A - \$500, (L)Curriculum, (O)Design Center, (O)Guest Speakers, (O)Hardware - computer labs, (O)Nurse Salary (T1 @ 50%), (O)State and Federal statutes, (O)State Standards, (O)Technology, (O)Title I Handbook	Summative - Evidence of increased number of staff members in training as evidenced by sign-in sheets
10. Ensure parent participation by scheduling flexible meeting times as well as providing transportation and child care services available to participants (ESSA) (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dropout Prevention Specialist, Social Worker, Teachers	August 2019-August 2020	(F)Title I, Part A - Improving Basic Programs, (O)Migrant Budget	Summative - Sign In Sheets reveal an increase in number of parents attending meetings
11. Title I Part A School-wide Project Component	Parental Involvement Specialist, Social Worker	August 2019-August 2020	(F)NCLB Guidelines	Summative - Evidence of Strategy Lists

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Provide guidance and assistance on how to build the school's and parents' capacity for a more effective Parental Involvement Program. (ESSA) (Title I SW: 1,6) (Target Group: All) (Strategic Priorities: 4)				
12. Involve parents of Title I Regular and Migrant students in District/Campus based committees to provide input on campus and district initiatives. (ESSA) (Title I SW: 1,6,10) (Target Group: All,Migrant,AtRisk) (Strategic Priorities: 2,3,4)	Migrant Director, Migrant Parent Educators, Principal, Social Worker	August 2019-August 2020	(F)Director of State and Federal Programs, (O)Migrant Ed. Director	Summative - Sign-In sheets Agendas
13. Continue to review and align Parent Compacts, in accordance to Title I, Part A requirements. (ESSA) (Title I SW: 1,6) (Target Group: All,AtRisk)	Ad Hoc Committee (Title I compact & Parent Policy), Parental Involvement Specialist, Social Worker	August 2019-August 2020	(F)Director of State and Federal Programs, (F)Title I, Part A - Improving Basic Programs - \$100	Summative - Compants
14. Maintain the written campus Parental Involvement Policy that ensures a process for involving parents in the joint planning and design of the school's program. (ESSA) (Title I SW: 1,6,9,10) (Target Group: All)	Parental Involvement Specialist, Principal, Social Worker, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs	Summative - Agendas Sign-In sheets
15. Provide parents of sophomores and juniors with information on high school and post-secondary opportunities using varied methods of communication, such as newsletters, phone calls, home visits, college trips, and informational meetings in both the Options and the IB Programs.(ESSA) (Title I SW: 1,6,10) (Target Group: All,10th,11th) (Strategic Priorities: 3)	College Admissions and Scholarship Specialists, Counselor(s), Social Worker, Teachers	August 2019-August 2020	(L)Academic Counselors, (L)District Guidance & Counseling Coordinator, (L)Guidance & Counseling Coordinator, (O)College Board, (O)College Recruiters, (O)Data on SES, (O)TAPR Report, (S)Dropout Prevention Specialist, (S)PRS Social Worker	Summative - Parent Contact Logs Agendas Sign-In sheets
16. Provide campus safety by assigning a full-time District Police Officer specifically designated ONLY to Lamar Academy (ESSA) (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 1)	Director of Human Resources - Sec. , District, Police Department	August 2019-August 2020	(F)Director of State and Federal Programs, (L)District Budget, (O)District Programs, (O)State, Local and Federal Funds	Summative - Achieving positive feedback from students, faculty, staff, and the community in various safety evaluations and survey results

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>17. Lamar Academy will continue to provide students, teachers and parents information about sources of higher education, and financial aid, the TEXAS Grant, Teach for Texas grant program, early graduation, tuition incentives and exemptions, scholarship application process, TSI study guides, TSI testing, and the need for students to make informed curriculum choices to be prepared for higher education and/or workplace. (ESSA) (Title I SW: 1,6,10) (Target Group: All) (Strategic Priorities: 3)</p>	<p>Advisors, College Admissions and Scholarship Specialists, Counselor(s)</p>	<p>August 2019-August 2020</p>	<p>(L)District Budget, (O)Campus Budget, (O)Grants</p>	<p>Summative - Yearly Calendar of events Increased number of Scholarships and students accepted to post secondary</p>
<p>18. Provide academic advisement orientation for parents, students and staff to include information regarding: -Career Connections -Graduation requirements -Junior-Senior Handbook -College Entrance Exams -Financial Aid / Scholarship information -Curriculum Bulletin -High School -Student/TAKS Results (ESSA) (Title I SW: 1,4,6,10) (Target Group: All) (Strategic Priorities: 3)</p>	<p>9th Grade Transitional Teacher, Advisors, College Admissions and Scholarship Specialists, Counselor(s)</p>	<p>August 2019-August 2020</p>	<p>(F)Title I - \$45,000, (O)Campus Staff, (O)Counselors Salary, (S)State Compensatory Education Program - \$80,969.24</p>	<p>Summative - Schedule of Academic Advisement Orientation Timeline for Publications</p>
<p>19. Maintain and Update the school webpage link on the Lamar Academy home page for parents (Examples: Curriculum Bulletin, Career Connections, Graduation Requirements, School Calendar, etc.) (ESSA) (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 3)</p>	<p>Librarian, Principal</p>	<p>September 2019-May 2020</p>	<p>(L)District Guidance &amp; Counseling Coordinator, (O)Campus Web Master</p>	<p>Summative - Evidence of the links located on the Campus Website</p>
<p>20. Include information for parents in report</p>	<p>Counselor(s), Parental</p>	<p>August 2019-</p>	<p>(F)Parental Involvement</p>	<p>Summative - Training Agendas</p>

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
card mail outs to improve parental involvement in both the Options and the IB Programs. (Title I SW: 1,6,9) (Target Group: All)	Involvement, Parental Involvement Aide, Social Worker, Teachers	August 2020		Evidence in the Report Cards
21. Title I Part A School-wide Project Component Continue to require administrators, teachers, and counselors to inform parents of the Every Student Succeeds Act (ESSA) certification requirements and deadlines. (Title I SW: 9,10) (Target Group: All)	Campus Administrators, Counselor(s), Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (F)NCLB Guidelines - ESSA - not NCLB, (O)Human Resource Department	Summative - Evidence of information Packets Meetings Agendas Sign-in sheets
22. Title I Part A School-wide Project Component Send notices to parents in a timely manner whose child has been assigned to or has been taught for four consecutive weeks by a teacher who is not certified. (ESSA) (Title I SW: 3,9) (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), HR Department, Principal	August 2019- August 2020	(F)Director of State and Federal Programs, (F)NCLB Guidelines - ESSA - not NCLB, (O)Human Resource Department	Summative - On File
23. Provide information to parents in Spanish or a language they understand for: a.Presentations b.Flyers c.Brochures d.Newsletters (ESSA) (Title I SW: 6) (Target Group: All)	Administrators, Counselor(s), Parental Involvement, Social Worker, State and Federal Programs Office, Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (O)Human Resource Department	Summative - Evidence of letters, presentations, videos, etc.
24. Continue to designate students/parents to participate in the District Advisory Council and Parent Advisory Committee to enable parents and the community the opportunity to provide feedback for continual school improvement. (ESSA) (Title I SW: 10) (Target Group: All)	Campus Parent Advisory Committee, Director of Federal Programs, Parental Involvement Specialist, Principal, Social Worker	August 2019- August 2020	(F)Parental Involvement, (O)Parent Organizations	Summative - Agendas Sign-In sheets
25. Lamar Academy will continue to maintain the International Baccalaureate Programme via a.) program evaluation, b.) improving public	Advanced Academics, Campus Administrators, Community Information Department, IB	August 2019- August 2020	(F)Director of State and Federal Programs, (F)Title I, Part A - \$85,000, (L)IB Personal Project	Summative - Enrollment numbers Personal Project presentations Testing Lists

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
awareness of the program. (ESSA) (Title I SW: 1,3,4,6,8,9,10) (Target Group: GT,9th,10th,11th,12th)	Campus Coordinator, IB Staff		(10th Grade), (L)IB Training or Conferences, (L)Pre-AP and MYP Teachers, (O)Campus Data Sheets, (O)Community Information Services	IB Diplomas
26. Maintain campus website usage for: •Personal pages for teachers •E-mail to communicate with parents/students **“Announcements” link to communicate important information to parents in a timely manner •Campus newsletters for parents •Communication of valuable website and other educational resources to parents and students •Campus and District PTSA links •District and campus calendar •Conduct surveys to measure effectiveness of communication vehicles •Mentorship programs •Keep website regularly updated and checked for relevance (ESSA) (Title I SW: 3,10) (Target Group: All)	CTF, Librarian, Teachers, Website Administrator	August 2019-August 2020	(L)District Budget, (L)District Instructional Technology Dept., (L)Technology Committee, (O)Community Information Services, (O)Community Organizations	Summative - Evidence of the updated website and tracking of usage
27. Improve/expand use of print publications such as Campus & District brochures or Campus Newsletters (ESSA) (Title I SW: 1,10) (Target Group: All)	Advanced Academics , Campus Administrators, Community Information Department, IB Campus Coordinator, State and Federal Programs	August 2019-August 2020	(L)District Budget, (L)District CTE, (L)District Instructional Technology Dept., (O)Campus Budget	Summative - Evidence of the publications
28. Expand the Partners in Excellence Program and other community outreach programs to include more community representatives. (ESSA) (Title I SW: 6,10) (Target Group: All)	CILT Team, Community Information Department, Community Partnership Committee, Counselor(s), Principal, Social Worker	August 2019-August 2020	(F)Parental Involvement, (L)McAllen Community Organizations, (O)Business Community, (O)Community Information Services, (O)Community Volunteers	Summative - Partners in Excellence
29. Provide a variety of opportunities and methods by which individuals can sign up to volunteer and get involved in campus activities.	Campus Administrators, CILT Team, Counselor(s), Parental Involvement Specialist, Social	August 2019-August 2020	(L)Advanced Academics Department, (L)District Budget, (L)District Policies, (L)Principal,	Summative - Volunteer Lists Sign-In sheets Agendas

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Title I SW: 6) (Target Group: All)	Worker		(O)State, Local and Federal Funds	Participation numbers
30. Create a customer service oriented culture to enhance consumer interaction and maximize customer service to demonstrate Lamar Academy as the "School of Choice." (Title I SW: 2,6,9) (Target Group: All)	Administrators, Counselor(s), Dropout Prevention Specialist, Instructional Aide, Librarian, Parental Involvement Specialist, Principal's Secretary, Social Worker, Support Staff, Teachers, Testing Administrator	August 2019-August 2020	(S)Local Funds	Summative - Feedback on Parent/Community Surveys
31. Provide financial literacy training for staff, students, and parents. (Title I SW: 2,6) (Target Group: All) (Strategic Priorities: 2)	Director of College, Career and Counseling, Director of State and Federal Programs, HR Department, Parental Involvement Specialist	August 2019-August 2020	(S)Local Funds	Summative - Sign-In sheets Participant Feedback
32. For recruitment purposes, promote the Options School of Choice Program to students at each of the three high school with a video or in-person presentation to emphasize our strengths as a campus and what we can offer them (Title I SW: 1,3,4,6,10) (Target Group: AtRisk)	Campus Administrators, Counselor(s), Dropout Prevention Specialist, Student Committee, Support Staff, Teachers	August 2019-August 2020	(F)Title I, Part A	Summative - Monitor enrollment numbers ask students if the presentation piqued their interest in the Options program
33. Campus meetings informing parents and community regarding gifted/talented services are conducted at parental involvement meetings and other campus meetings. Parent and community recommendations regarding gifted/talented services are sought. (Title I SW: 2,6,9) (Target Group: GT)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Director of Advanced Academics, IB Campus Coordinator, IB Staff, Parent Volunteers, Parental Involvement, Parental Involvement Specialist	August 2019-August 2020	(O)Campus Budget	Summative - Meeting Agendas Sign-In sheets
34. District Advanced Academic Advisory Council and GT/AP/IB teacher meetings informing teachers, parents and community regarding gifted/talented services are attended by campus representatives. Parent and community recommendations regarding	Advanced Academics, Campus Administrators, IB Campus Coordinator, IB Staff, Parental Involvement Specialist	August 2019-August 2020	(O)Campus Budget, (O)District Programs, (O)GT/AP/IB Consultants, (O)IB Teachers, students and parents	Summative - Meeting Agendas Attendance Rosters Sign-In sheets

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 1.** Increase family and community engagement through volunteering and participation in school activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
gifted/talented services are sought. (Title I SW: 1,6,9) (Target Group: GT)				
35. Provide students with field experiences and Career Technical Students Organizations through partnerships with Business/Civic/Education/Organizations. (Title I SW: 2,6,10) (Target Group: All)	Campus Administrators, Counselor(s), CTE Coodinators, CTE Teachers, Student Clubs	August 2019- August 2020	(L)Club and Organization Sponsors, (L)McAllen Community Organizations	Summative - Agendas and Sign-In sheets from organizations partnered with the community

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 2.** 100% of teachers will be state certified and teacher aids will be "Highly Qualified."

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All campus candidates for employment will be vetted during the interview process to ensure 100% state certified or "Highly Qualified" candidates will be put forth for consideration to be hired. (Title I SW: 1,3,5,10) (Target Group: All) (Strategic Priorities: 1)</p>	<p>HR Department, Principal</p>	<p>August 2019-August 2020</p>	<p>(F)Director of State and Federal Programs, (F)NCLB Guidelines - ESSA - not NCLB, (O)Human Resource Department</p>	<p>Summative - On file in records</p>
<p>2. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, Pre-AP/MYP/AP/IB level training current, ESL certification, and coursework (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1)</p>	<p>Director for Career Technology Education , Director of Advanced Academics, Director of Federal Programs , Director of Fine Arts, Director of Human Resources - Sec. , Director of Instructional Technology, Director of Special Education, Director of State and Federal Programs, Principal</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds, (S)Local Funds</p>	<p>Summative - Employee Records of Certifications</p>
<p>3. Identify critical staffing needs and resources and communicate this information clearly to Central Office to produce the desired results. (Title I SW: 2,3,9) (Target Group: All) (Strategic Priorities: 1)</p>	<p>Assistant Superintendent, HR, Assistant Supt. for Instructional Services, Associate Supt. for Instructional Leadership, Campus Administrators, CILT Team, Counselor(s), Director of College, Career and Counseling, Director of Advanced Academics, Director of Bilingual/ESL Program, Director of Career Technical Education, Director of Fine Arts, Director of Human Resources - Sec. , Director of Instructional Technology, Director of Special Education, Director of State and Federal Programs, IB Campus Coordinator</p>	<p>August 2019-August 2020</p>	<p>(O)State, Local and Federal Funds, (S)Local Funds</p>	<p>Summative - Active and regular communication with key shareholders to ensure they are receiving top quality employees to meet the classroom needs of the student populace.</p>

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 3.** The campus will focus on hiring and retaining quality staff and offer high quality opportunities for personal targeted growth based on student needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training for the campus curriculum and high yield instructional strategies with examples of expectations: Professional Learning Community (PLCs) and RTI. (Title I SW: 1,3,9) (Target Group: All) (Strategic Priorities: 1)	Advanced Academics , Core Coordinators, Director for College/Career/Counseling, State and Federal Programs	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Agendas Handouts Sign-In sheets Surveys ERO Feedback
2. Provide targeted specific training in the effective use of programs and resources. (Title I SW: 2,3,9) (Target Group: All) (Strategic Priorities: 1)	Advanced Academics , AVID Teacher, CILT Team, IB Campus Coordinator, Principal, State and Federal Programs	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Completion Certificates ERO Feedback Agendas Sign-In sheets Evidence of application with students
3. Provide a more active mentorship program for novice teachers and teachers new to the campus to facilitate a smoother transition into Lamar's alternative setting by implementation of formal expectations and objectives. (Title I SW: 3,4) (Target Group: All) (Strategic Priorities: 1)	Administrative Team, CILT Team, Teacher Volunteers	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Agendas Handouts Sign-In sheets Mentor/Mentee Feedback
4. Identify employee/teacher retention and improvement opportunities. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, CILT Team	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Climate Survey Results T-TESS Post Conference discussions
5. Provide highly qualified professionally development to instructional paraprofessionals in the areas of classroom management ethics, small group instruction and meeting need of special populations groups to maintain highly qualified instructional staff (Title I SW: 3) (Target Group:	Instructional Aide, Principal	August 2019-August 2020	(F)Title IIA Principal and Teacher Improvement - \$4,000	Summative - Surveys

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 3.** The campus will focus on hiring and retaining quality staff and offer high quality opportunities for personal targeted growth based on student needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1)				
6. Provide ongoing assessments in Reading and Writing by continuing to offer a Writing Specialist/Writing Class that assesses student progress in the safeguard area of the economically disadvantaged student. (Title I SW: 1,3) (Target Group: ECD) (Strategic Priorities: 1)	Principal, Writing Teachers	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement - \$52,000, (L)Curriculum - EOC study guide ancillari, (L)Software and Hardware - computers, laserjet print	Summative - Student Assessment Scores
7. Provide the New Teachers for both the Options and IB Programs with best practices and support to retain them as Highly Qualified Teachers. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Core Coordinators, Director of Advanced Academics, Director of Bilingual/ESL Program, Director of Career Technical Education, Director of Instructional Technology, Director of Special Education, IB Campus Coordinator	August 2019-August 2020	(F)Title IIA Principal and Teacher Improvement - \$500	Summative - Reduction in turn-over rate Agendas Handouts Surveys
8. Increase number of campus AP-certified teachers to provide students for both the Options and the IB Program with the opportunity to earn AP credits from highly qualified instructors. (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 1,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Certified AP Teachers, Counselor(s), Director of Advanced Academics, Teachers	August 2019-August 2020	(L)District Budget, (L)District Guidance & Counseling Coordinator, (L)Pre-AP/AP Trainings - AP Trainings - 10 Teacher, (O)Campus Courses, (S)Advanced Academic Services Director, (S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Teachers enrolled in training Student Schedules Number of Teachers Certified in AP
9. All teachers from both the Options and the IB Programs will consistently work collaboratively and constructively with colleagues and other professionals toward the overall improvement of the workforce/morale and student performance. (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, CILT Team, Department Heads, Teachers	August 2019-August 2020	(L)Principal, (L)Teachers, (O)District Handbook, (O)Faculty Handbook, (O)PDAS - T-TESS - not PDAS	Summative - T-TESS Reports Staffing sessions Department Meeting Agendas Faculty Meeting Agendas Sign-In sheets
10. Provide staff development to instructional paraprofessionals to ensure that they are	Bilingual Department, Special Ed. Coordinators, State and	August 2019-August 2020	(F)Title II, 255	Summative - Meeting agendas, sign in sheets

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 3.** The campus will focus on hiring and retaining quality staff and offer high quality opportunities for personal targeted growth based on student needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
provided with best practice strategies to support and supplemental classroom instruction to improve student academic achievement, particularly in special populations. (Title ISW: 1,4) (TARGET GROUP: ALL, ECD) (Strategic Priorities: 1)(CSFs: 1,3,7)	Federal Programs Office			
11. Foreign Language Teachers are to be provided with professional development opportunities and instructional resources to supplement the curriculum.	Bilingual Department, Foreign Language Teacher	August 2019- August 2020	(F)Title II	Summative - Report Cards

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide Staff Development in all areas to assist students; focusing on economically disadvantaged population (technology training in particular) (Title I SW: 1,3,9) (Target Group: ECD,GT,CTE) (Strategic Priorities: 1)</p>	<p>Advanced Academic Services Strat Sec/ GT/IB/AP, Director of Advanced Academics, Director of Career Technical Education, Director of Federal Programs , Director of Fine Arts, Principal</p>	<p>August 2019- August 2020</p>	<p>(F)Federal Funds, (F)State and Federal Programs, (F)Title IIA Principal and Teacher Improvement - \$10,000, (L)District Budget, (L)Fine Arts Strategists, (L)Gifted and Talented Funds, (L)IB MYP Training for Secondary , (L)IB Training or Conferences, (L)Principal, (L)Staff Development, (O)Campus Budget, (O)Consultants, (O)Donations, (O)Grants, (O)GT Funds, (O)GT/AP/IB Consultants, (O)IB TRAININGS, (O)Off Campus Organizations, (O)Region One Staff Development, (O)SIOP Differentiated Instruction, (O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK, (S)College Readiness Standards, (S)Local Funds, (S)State Compensatory Programs Funds</p>	<p>Summative - Attendance and Implementation of knowledge gained from PD Sign-In sheets ERO feedback/evaluation Certificates of Completion AEIS Report EOC Scores</p>
<p>2. Provide teachers with on-going professional development to enhance the academic rigor and relevance of all content areas.(ie.Technology, 7 Steps to a Language Rich Environment, AVID, GT, Pre-AP, AP, IB, T-TESS, Plato Courseware, SAT/ACT, etc.) (ESSA) (Title I SW: 1,3,4,5) (Target Group: All) (Strategic Priorities: 2,3)</p>	<p>Campus Administrators, CILT Team, Department Heads, Principal</p>	<p>August 2019- August 2020</p>	<p>(F)TELPAS, (F)Title I - \$12,500, (F)Title III Bilingual / ESL, (L)District Coordinators, (L)District CTE, (L)District Instructional Technology Dept., (O)Flip Charts, (O)SIOP Differentiated Instruction, (O)STEAM PLUS FRAMEWORK, (O)TCEA Rep, (O)Vocabulary Development , (S)Advanced Academic Services Director, (S)Region One - Teacher Availability</p>	<p>Summative - Department Heads will assess the participation, technical support, and integration of the curriculum with technology via documentation.</p>

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
3. Provide Pre-AP and AP training for each teacher in every core subject to increase the rigor of instruction and increase AP class enrollment and testing. (Title I SW: 1) (Target Group: AtRisk) (Strategic Priorities: 1,2)	Advanced Academic Services Strat Sec/ GT/IB/AP, Advanced Academics , Assistant Principal(s), Principal	August 2019-August 2020	(S)Advanced Academic Services Strat Sec GT/AP/IB/Dual	Summative - Training Certificates of Completion
4. Provide teachers, principals and other administrators with sustained, intensive, classroom focused professional development to address the learning needs of all students, particularly in the areas of PLCs and EOC. (Title I SW: 1,3,4) (Target Group: All,ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1,2,3,4)	Administrative Team, Assistant Supt. for Instructional Services, Associate Supt. for Instructional Leadership, Bil/ESL Director, Content Coordinators (ELA,Sci,SS,Math)	August 2019-August 2020	(O)State, Local and Federal Funds	Summative - Assessment Scores Certificates of Completion Use of strategies in the classroom/campus
5. Utilize Google classrooms to develop campus leadership capacity. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Teachers	August 2019-August 2020	(L)Local	Summative - Classroom participation and demonstrated professional growth
6. Provide highly qualified professional development to instructional professionals in the areas of classroom management, ethics, small group instruction, and meeting the needs of special populations. (Title I SW: 1,3,4) (Target Group: All) (Strategic Priorities: 1,2,3)	Administrative Team	September 2018	(O)State, Local and Federal Funds	Summative - Training Evidence in the classroom setting Surveys Assessment Results
7. Provide ongoing training in assessing Reading and Writing system safeguard standards for the economically disadvantaged students. (Title I SW: 1,4) (Target Group: ECD) (Strategic Priorities: 1,2)	ELA Department Chair, ELA Teachers, Lead Teacher For Assessment, Writing Teachers	September 2019-January 2020	(O)State, Local and Federal Funds	Summative - Student Assessment Scores
8. Provide Principal and Assistant Principal with ongoing instructional leadership trainings to ensure continued growth and use of best practices. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1)	Associate Supt. for Instructional Leadership	July 2019-June 2020	(F)Title II, 255 - \$1,250, (F)Title IIA Principal and Teacher Improvement - \$600	Summative - Agendas Surveys Sign-In sheets ERO feedback

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Campus Staff will attend the AVID Summer Institute to learn the methodologies and strategies to successfully implement best practices for students and college readiness. (Title I SW: 1,3,10) (Target Group: ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys, 504) (Strategic Priorities: 3)	AVID / IB, AVID Teacher, Campus Administrators, Teacher Trainers, Teachers	August 2019-August 2020	(F)Title I - \$1,300, (S)Local Funds	Summative - EOC scores Evidence of strategies used in the classroom
10. Teachers and support staff are to attend the National Dropout Prevention Network Conference to enhance the leadership skills to strengthen interventions among students in at risk situations (Title I SW: 1,2,4) (Target Group: ECD,AtRisk)	Campus Administrators, Counselor(s), Dropout Prevention Specialist, Teachers	August 2019-August 2020	(F)Title I - \$6,500	Summative - Drop Out Rate
11. Provide Professional Development on specific topics identified by the campus personnel in areas of need (Mental Health, Anxiety, and Behavioral Self-monitoring techniques. (Title I SW: 1,2,3,4,9) (Target Group: All) (Strategic Priorities: 1,2,3)	Campus Administrators, CILT Team, Core Coordinators, Department Heads, Director of Advanced Academics, Director of Bilingual/ESL Program, Director of Career Technical Education, Director of Federal Programs, Director of Fine Arts, Director of Instructional Technology, Director of Special Education	August 2019-August 2020	(F)Instructional Coaches, (F)Title I - \$3,500, (F)Title IIA Principal and Teacher Improvement - \$7,500, (L)CILT, (L)District Coordinators	Summative - EOC scores AEIS Report ERO surveys Evidence of strategies applied in the classroom
12. Title I Part A Project Component - Implement measures to include teachers in the decision-making regarding the use of academic assessments in order to provide them with information so as to improve the achievement of individual students and the overall instructional programs (Leadership Council Committees; Campus Committees) (ESSA) (Title I SW: 8) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, CILT Team, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs	Summative - Evidence of documentation of sessions on use of disaggregated data Strategies to improve overall instructional programs and individual students' achievement results
13. Title I Part A School-wide Project Component -	Advanced Academics, Bilingual Department, Campus	August 2019-August 2020	(F)Director of State and Federal Programs, (F)NCLB Guidelines	Summative - Evidence of analysis of staff transcript

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Provide high quality, on-going professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all students in the school to meet the State's system safeguard standards (ESSA) (Title I SW: 1,3,4) (Target Group: All) (Strategic Priorities: 1)	Administrators, Content Coordinators (ELA,Sci,SS,Math), Counselor(s), Special Ed Teacher, Special Ed Coordinators, State and Federal Programs, Support Staff, Teachers		- ESSA - not NCLB, (F)Title I, Part A - Improving Basic Programs - \$5,500, (L)Staff Development, (O)State and Federal statutes, (O)State Standards, (O)STEAM PLUS FRAMEWORK, (O)TAAE Conference (\$4500)	
14. Offer extensive opportunities of professional development for all IB Staff, Administrators and Counselors to ensure the quality of the IB program and to meet the requirements of TIBS and the IBO. (Title I SW: 4) (Target Group: All,GT,9th,10th,11th,12th) (Strategic Priorities: 1,2,3)	Advanced Academic Services Strat Sec/ GT/IB/AP, Director of Advanced Academics, IB Campus Coordinator, Principal	August 2019- August 2020	(L)IB Coordinator, (L)Principal, (O)IB Teachers, (O)IB TRAININGS, (S)Advanced Academic Services Director	Summative - Evidence of professional development attended Evidence of strategies applied to subject areas
15. Encourage all staff attending local, state or national conferences and trainings to utilize resources effectively by debriefing with their colleagues and sharing their knowledge with others at the campus or district level. (ESSA) (Title I SW: 2,3,4) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Counselor(s), Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (L)District Budget, (L)Staff Development, (O)Campus Budget, (O)Grants, (O)State, Local and Federal Funds	Summative - Department Meeting Agendas Faculty Meeting Agendas Training Agendas Sign-In Sheets
16. Administrators and staff will attend the Texas Association for Alternative Education (TAAE), the National Dropout Prevention Network Conference (NDPN), SAT/ACT/TSI training, and AVID Training to obtain new and effective strategies to assist students in at-risk situations in becoming college ready and productive citizens in the workforce. (ESSA) (Title I SW: 3,4) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Campus Administrators, CILT Team, College Admissions and Scholarship Specialists, Counselor(s), Dropout Prevention Specialist, Nurse, Parental Involvement Specialist, Social Worker, Teachers	August 2019- August 2020	(F)Director of State and Federal Programs, (F)NDPN, (L)Staff Development, (O)State, Local and Federal Funds, (O)STEAM PLUS FRAMEWORK	Summative - Certificates of Attendance Conference Agendas
17. Dropout Prevention Specialist is to attend National Dropout Conference and other professional development trainings and workshops to keep abreast of the best	Dropout Prevention Specialist	August 2019- August 2020	(S)State Compensatory Education Program - \$4,500	Summative - Certificate of Attendance PBMA Report data monthly campus reports

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
practices utilize for the at risk youth to prevent dropouts. (Title I SW: 1,4,9,10) (Target Group: All) (Strategic Priorities: 1,4)				
18. Provide professional development on HB5 and HB149 (TSI; ACT; SAT) (ESSA) (Title I SW: 1,3,4) (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, College Admissions and Scholarship Specialists, Counselor(s), Teachers, Testing Administrator	August 2019-August 2020	(F)Director of State and Federal Programs, (F)NCLB Guidelines - ESSA - not NCLB	Summative - Faculty Meeting Agendas Sign-In sheets
19. If it is not clear enough, teachers consistently encourage, foster, and participate in collaborative professional development that furthers the campus goals. (ESSA) (Title I SW: 1,3,4,9,10) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Campus Administrators, CILT Team, College Admissions and Scholarship Specialists, Counselor(s), Department Heads, Dropout Prevention Specialist, Dyslexia Teacher, Homebound Teacher, Librarian, Nurse, Parental Involvement Specialist, Social Worker, Support Staff, Teachers	August 2019-August 2020	(F)Director of State and Federal Programs, (L)Staff Development, (O)District Handbook, (O)Faculty Handbook, (O)PDAS - T-TESS - not PDAS, (O)State, Local and Federal Funds	Summative - T-TESS Results Training/Meeting Agendas Sign-In sheets
20. A minimum of 30 clock hours of professional development that includes nature and needs, identification and assessment, curriculum and instruction for gifted/talented students is required for teachers who provide instruction and services, and maintain an annual 6-hour update. Teachers should be trained prior to start of school year. (Title I SW: 1,3,4) (Target Group: GT) (Strategic Priorities: 1)	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Director of Advanced Academics, IB Campus Coordinator, IB Staff	August 2019-August 2020	(L)Advanced Academics Department, (L)Gifted and Talented Funds	Summative - ERO documentation of Training Attended Certificates of Completion Training Agendas Sign-In sheets
21. Administrators and counselors who have authority for service decisions for G/T students are required to receive six hours of professional development that includes nature and needs of G/T students and service options for G/T students. Any campus administrator or counselor who has authority to make scheduling, hiring, or program decisions must	Advanced Academic Services Strat Sec/ GT/IB/AP, Campus Administrators, Counselor(s), Director of Advanced Academics	August 2019-August 2020	(L)Advanced Academics Department, (L)Gifted and Talented Funds, (O)GT Funds	Summative - All Administrators and Counselors will be trained.

# LAMAR ACADEMY

**Goal 2.** People Development - Improve Communication between all stakeholders/Attract and Retain High Quality Staff

**Objective 4.** Build instructional leadership capacity through targeted professional development and district level support of T-TESS implementation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
have the six hours of training. Training should occur prior to the start of the school year. (Title I SW: 1,3,4) (Target Group: GT) (Strategic Priorities: 1)				