

**Jubilee Academies**  
**Jubilee Highland Park**  
**2020-2021 Campus Improvement Plan**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

#### Students

- -Jubilee is an open-enrollment public charter school
- -317 students
- -Grades Pre-Kinder through 8th Grade
- -Great academic standing in all years of operation
- -Consistent student enrollment bring concerns that some students may not be able to attend once they reach middle school, due to space limitations
- -JHP does not have drop out rates to report, but we monitor students who transfer out of JHP to ensure that they enroll at another campus
- -85% of JHP students are economically disadvantaged
- -75% of JHP students are At-Risk
- -9% of JHP students receive Special Education services
- -9% of JHP students participate in the Gifted & Talented program
- -7% of JHP students participate in the Bilingual/ESL program
- -3% of JHP students participate in the McKinney-Vento Homeless Program
- -Less 1% of JHP students are part of the Migrant Education Program

### Staff Quality, Retention and Recruitment

#### Staff Years of Service (Teachers and Paraprofessionals)

	0-1 years	1-3 years	3-5 years	5-7 years	7+ years
1	2	2	1	6	
0	1	0	2	4	
3	3	1	0	0	

- -Staff retention rates are at 82%
- -JHP has a Mentor-Mentee program to support new teachers
- -Department leads are in place to develop leadership skills and provide accountability for content/grade areas
- -Vertical Alignment Teams were created to improve planning and instructional consistency among grade levels.
- -Observations and feedback, as part of the T-TESS system are provided to teachers
- -Teachers/staff have access to local campus PD, district PD and the PD provided at the local education service center

- -Class sizes are roughly 16:1 student-teacher ratio

## Parents, Guardians and Community

- -One-Fourth of San Antonio residents have military connections; there are several JHP students, whose parents have military connections
- -JHP ends at middle school, so it is difficult to track parent expectations and students' post-education plans (work, military, college, vocational school)
- -Charter schools make up 17%, private schools -19%, public schools-64%
- -Crime data reveals that criminal activity in 78210, where JHP is located, occurs at a rate of 45% more than the national average (2,500 crimes per 100,000 people)
- -Bexar County Juvenile Detention Center is 3.5 miles away from campus (less than 10 minutes driving)
- -Adult Education courses are held on campus (Family Engagement Webinars)

## Demographics Strengths

### JHP Strengths

- Jubilee Highland Parks enrollment continues to increase over the period of the last 3 years, with 317 students currently enrolled.
- Communication is strong within and throughout the school community.
- JHP developed programs to increase student achievement and parent engagement.
- Jubilee Highland Park teacher retention rate is 77-82%.
- Student re-enrollment is consistent from year to year (100% re-enrollment by December 2019 for the 2020-2021 school year).
- Jubilee Highland Park has continued to build community relationships that have a lasting impact on student achievement. Our parent connection/outreach has strengthened over the past year (several new partnerships have been made with community leaders and organizations).
- Jubilee Highland Park has several initiatives such as the Mentor/Mentee program, department leadership positions, and vertical alignments meetings amongst various grade-level teachers to support positive student outcomes.

## Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** Jubilee- Highland Park offers limited instructional and academic opportunities for students. **Root Cause:** Facility constraints and funding.

**Problem Statement 2 (Prioritized):** Jubilee-Highland Park does not offer robust and targeted, capacity-building Professional Development opportunities for 100% of staff members. **Root Cause:** Lack of planning and participation by administration and staff.

**Problem Statement 3 (Prioritized):** Jubilee-Highland Park has low parent/guardian participation (5%) in school engagement activities and functions. **Root Cause:** Conflicting

parent work responsibilities and family living arrangements.

# Student Learning

## Student Learning Summary

### Student Outcomes and Performance

- -The scores of JHP students are consistent and reflective on local assessments, when compared with STAAR assessment.
- In 2019, Jubilee Highland Park received a "Met Standard" accountability rating by the Texas Education Agency(TEA). Our overall accountability rating was 74. In student achievement, we had a 70, in School Progress we had a 75, and in Closing the Gaps, we had a 71.
- STAAR Performances are categorized as Approaches Grade Level, Meets Grade Level, and Masters Grade Level. In all subjects, there was an increase in Approaches (6%), Meets (4%), and Masters (2%).
- The campus has programs in place to support student learning such as RTI, tutoring, progress monitoring, and lesson reteach.

### Student Learning Strengths

- A strong Special Programs department.
- 90% of JHP staff is highly qualified and/or certified.
- Active student participation in the learning process
- Student-centered classroom learning
- Students are being identified and needs are being met more effectively this year as compared to years past
- Jubilee-Highland Park has a strong tutoring program designed to provide students access to teachers and resources outside of their normal schedule and teacher base.
- Jubilee-Highland Park offers a range of extracurricular opportunities to enrich student learning
- Data driven environment
- Sound student incentive and achievement recognition programs

### Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** Jubilee-Highland Park falls below the state averages in Approaches ( 4 points), Meets ( 15 points), and Masters ( 10 points) on state assessments. **Root Cause:** Inadequate focus on student learning objectives and student performance.

**Problem Statement 2 (Prioritized):** Jubilee-Highland Park does not offer a 1:1 ratio of technology resources for students. **Root Cause:** Lack of strategic planning regarding budgetary resources.

# School Processes & Programs

## School Processes & Programs Summary

### Instructional

Jubilee Highland Park is in its 3rd year of implementing the instructional Workshop Model. Teachers are trained and provided with support throughout the year by our district C&I team. We provide our students the opportunity to take higher-level classes such as Algebra for qualifying 8th graders, and a CTE program for grades 6th-8th. Technology in the classrooms consist of document cameras, computers on wheels, Ipads, and interactive TVs (4 classrooms). Online programs used in the classroom include Istation, Imagine Math, Mathia, Google Classroom, Discovery Education.

### Curricular

Jubilee Highland Park provides curricular activities for students that complement what they are learning in the classroom. Examples include Math Olympics, GT showcase, writing camps, Science fair, Pre-k Robotics, and Second Cup grade level presentations. Jubilee- Highland Park also established a Robotics/STEM club, and an established sports program. Jubilee- Highland Park is partnered with Be A Champion to provide tutoring services to students in grades 3rd-8th.

### Personnel (Recruit/Support/Retain)

Our teachers and paraprofessionals meet the requirement to be considered Highly Qualified. We have a 97% staff retention rate. In order to support and retain our teachers, we provide a mentorship program for 1st - 2nd-year teachers. Our teachers are evaluated, monitored, and supported with a weekly walkthrough and a formal evaluation using TTESS. Staff is encouraged to develop professionally and build capacity.

### Organizational

Jubilee Highland Park is a PK -8th grade campus and is organized by two sections (elementary and middle school). Elementary consists of 2 classrooms per grade level. In grades 3-5, team teaching takes place (M/SC & ELAR/SS). In middle school, we have 1 content teacher per subject area and two elective teachers. We also have two intervention teachers (Math & Reading), SPED Teachers (One lead and three paraprofessionals), and an ELL team (PK-1st, 2nd-5th, 6th-8th, EL Paraprofessional) that provide assistance to our Special Programs department.

### Administrative

Jubilee Highland Park has one Principal (Six years of administrative experience), one Assistant Principal (Three years of administrative experience), and an Administrative Assistant.

## School Processes & Programs Strengths

- Lesson plans are checked by team leads weekly and followed up by admin. Lesson plans follow the YAG.
- Scheduled staff/plc and grade level meetings occur weekly.
- Weekly data updates.
- Tutoring groups year-round.

- Special Programs meetings
- Systems have been put in place to increase Mathia, imagine math, and Istation usage.
- The master schedule was updated to reflect strategic intervention periods.
- Retention of teachers throughout the year (97% staff retention rate).
- Mentor/Mentee Program
- School-wide discipline plan
- ADA is 96%

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

**Problem Statement 1 (Prioritized):** Jubilee- Highland Park has low ADA school-wide (95.6%). **Root Cause:** Lack of personnel (Attendance Clerk) to manage ADA.

**Problem Statement 2 (Prioritized):** Jubilee- Highland Park offers a limited number of organization and club opportunities. **Root Cause:** Lack of coordination and support from the school community.

**Problem Statement 3 (Prioritized):** 100% of Jubilee- Highland Park staff members do not implement school-wide systems with fidelity. **Root Cause:** Lack of buy-in and consistency from the school community.



# Perceptions

## Perceptions Summary

### Student Engagement

- JHP needs to incorporate more student surveys
- Consistent student attendance (95.65%) compared to the previous year (95.72)
- Reduced student tardies
- High campus expectations
- Minimal discipline issues campuswide
- District/Campus Anti-Bully Policy implemented
- Promote equitable student value and worth
- Build social-emotional connections
- SPED program fosters development of appropriate students
- Desire to create a student mentoring program
- Positive school environment for students
- Safety awareness is evident, e.g. Safety Patrol, Law Enforcement presence

### Staff Engagement

- Staff retention is consistent; minimal turnover
- New teachers are supported through various programs
- Culture of success and engagement

### Parent Guardian and Community Engagement

- Strong school-community bond
- Consistent parent satisfaction of school's effectiveness
- Effective communication via all mediums, i.e, verbal, written and online

### Perceptions Strengths

- Students are actively involved in learning processes
- Smaller campus, attentive to student needs
- Strong student retention
- No DAEP referrals
- Low expulsion rate
- Positive parent/student feedback
- Safe environment conducive for learning
- Strong support system for teachers/staff
- Student-focused culture

- Active Parent Teacher Organization
- Consistent dissemination of information

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

**Problem Statement 1 (Prioritized):** Jubilee-Highland Park students receive on-site counseling services 35% of the school year. **Root Cause:** Counselor availability (shared between two campuses).

**Problem Statement 2 (Prioritized):** Jubilee- Highland Park does not have a relevant public relations and marketing plan for recruitment and enrollment. **Root Cause:** Facility limitations and lack of collaborative planning.

**Problem Statement 3 (Prioritized):** Jubilee Highland Park does not provide adequate customer service to the school community. **Root Cause:** Staffing inconsistencies and lack of customer service training.

# Priority Problem Statements

**Problem Statement 1:** Jubilee-Highland Park does not offer robust and targeted, capacity-building Professional Development opportunities for 100% of staff members.

**Root Cause 1:** Lack of planning and participation by administration and staff.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Jubilee- Highland Park offers limited instructional and academic opportunities for students.

**Root Cause 2:** Facility constraints and funding.

**Problem Statement 2 Areas:** Demographics

**Problem Statement 3:** Jubilee-Highland Park has low parent/guardian participation (5%) in school engagement activities and functions.

**Root Cause 3:** Conflicting parent work responsibilities and family living arrangements.

**Problem Statement 3 Areas:** Demographics

**Problem Statement 4:** Jubilee-Highland Park falls below the state averages in Approaches ( 4 points), Meets ( 15 points), and Masters ( 10 points) on state assessments.

**Root Cause 4:** Inadequate focus on student learning objectives and student performance.

**Problem Statement 4 Areas:** Student Learning

**Problem Statement 5:** Jubilee-Highland Park does not offer a 1:1 ratio of technology resources for students.

**Root Cause 5:** Lack of strategic planning regarding budgetary resources.

**Problem Statement 5 Areas:** Student Learning

**Problem Statement 6:** Jubilee- Highland Park has low ADA school-wide (95.6%).

**Root Cause 6:** Lack of personnel (Attendance Clerk) to manage ADA.

**Problem Statement 6 Areas:** School Processes & Programs

**Problem Statement 7:** Jubilee- Highland Park offers a limited number of organization and club opportunities.

**Root Cause 7:** Lack of coordination and support from the school community.

**Problem Statement 7 Areas:** School Processes & Programs

**Problem Statement 8:** 100% of Jubilee- Highland Park staff members do not implement school-wide systems with fidelity.

**Root Cause 8:** Lack of buy-in and consistency from the school community.

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

**Problem Statement 9:** Jubilee-Highland Park students receive on-site counseling services 35% of the school year.

**Root Cause 9:** Counselor availability (shared between two campuses).

**Problem Statement 9 Areas:** Perceptions

**Problem Statement 10:** Jubilee- Highland Park does not have a relevant public relations and marketing plan for recruitment and enrollment.

**Root Cause 10:** Facility limitations and lack of collaborative planning.

**Problem Statement 10 Areas:** Perceptions

**Problem Statement 11:** Jubilee Highland Park does not provide adequate customer service to the school community.

**Root Cause 11:** Staffing inconsistencies and lack of customer service training.

**Problem Statement 11 Areas:** Perceptions

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

# Goals





**Goal 1:** Jubilee- Highland Park will recruit, support, and retain effective teachers to support the diversity of enrollment growth among all stakeholders.

**Performance Objective 1:** Jubilee- Highland Park will retain 100% of effective teachers by improving campus culture, and by providing professional development and other supports.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** PD Sign in sheets, HR reports, curriculum department feedback & support, walkthroughs and observations, master schedule, surveys, T-TESS Summative Evaluation

**Summative Evaluation:** Significant progress made toward meeting Objective

	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> 100% of 1-2 year teachers will participate in a mentor/mentee program to gain support for new and current teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student outcomes</p> <p>Increased teacher retention.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>Problem Statements:</b> Demographics 2 - School Processes &amp; Programs 3</p> <p><b>Funding Sources:</b> Materials: Training Materials for Mentor Program - 211 - Title I, Part A - \$1,000, Stipend - Mentors - 211 - Title I, Part A - \$6,842</p>	0%			
<p><b>Strategy 2:</b> Jubilee - Highland Park will provide 100% of teachers with differentiated support through professional development, including but not limited to differentiation, reading strategies, guided reading and math groups, and work stations through PLCs.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement and retention, and increased retention of effective teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	0%	0%	0%	
 No Progress  Accomplished  Continue/Modify  Discontinue				

## Performance Objective 1 Problem Statements:

### Demographics

**Problem Statement 2:** Jubilee-Highland Park does not offer robust and targeted, capacity-building Professional Development opportunities for 100% of staff members. **Root Cause:** Lack of planning and participation by administration and staff.

### School Processes & Programs

**Problem Statement 3:** 100% of Jubilee- Highland Park staff members do not implement school-wide systems with fidelity. **Root Cause:** Lack of buy-in and consistency from the school community.

**Goal 1:** Jubilee- Highland Park will recruit, support, and retain effective teachers to support the diversity of enrollment growth among all stakeholders.

**Performance Objective 2:** Jubilee- Highland Park will increase enrollment to 342 students by May 2021.

**Evaluation Data Sources:** School Mint reports, TXEIS reports, weekly updates in PTG district reports

**Summative Evaluation:** Some progress made toward meeting Objective

<p><b>Strategy 1:</b> Establish and host a recruitment activity or events in our community, once every six weeks.  <b>Strategy's Expected Result/Impact:</b> The school will be at full- capacity 362 students.  <b>Staff Responsible for Monitoring:</b> Parent Liaison, Attendance Clerk, PEIMS Clerk, Principal, Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.4  <b>Problem Statements:</b> School Processes &amp; Programs 1  <b>Funding Sources:</b> collateral give-aways - 420-PIC 11 FSP - \$1,500, recruiters/staff (EDP) - 420-PIC 11 FSP - \$1,500, Attendance Clerk Position - 420-PIC 11 FSP</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 2:</b> Provide Saturday Academies for students who are at-risk and low performing during the 2020-2021 school year in different subject areas.  <b>Strategy's Expected Result/Impact:</b> Student achievement and positive student outcomes will increase.  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal  <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math  <b>Problem Statements:</b> Student Learning 1  <b>Funding Sources:</b> Extra Duty Pay - 420-PIC 11 FSP - \$2,500, Materials - 211 - Title I, Part A - \$1,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Performance Objective 2 Problem Statements:**

Student Learning
<p><b>Problem Statement 1:</b> Jubilee-Highland Park falls below the state averages in Approaches ( 4 points), Meets ( 15 points), and Masters ( 10 points) on state assessments. <b>Root Cause:</b> Inadequate focus on student learning objectives and student performance.</p>
School Processes & Programs
<p><b>Problem Statement 1:</b> Jubilee- Highland Park has low ADA school-wide (95.6%). <b>Root Cause:</b> Lack of personnel (Attendance Clerk) to manage ADA.</p>



**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 1:** Jubilee- Highland Park will increase participation in small group tutorials throughout the school day

**Evaluation Data Sources:** Tutoring sign-in sheets, lesson plans, ADA, Attendance report

<p><b>Strategy 1:</b> Purchase student incentives for attendance rate.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement Increased student participation.</p> <p><b>Staff Responsible for Monitoring:</b> Principal PEIMS Clerk Assistant Principal Tutorial Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 1</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 2:</b> Jubilee- Highland Park will provide 100% of instruction with differentiated support through professional development that supports their teaching content area, including but not limited to differentiation, reading strategies, guided reading groups, and workstations through PLCs.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement and retention, and increased retention of effective teachers..</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p><b>Problem Statements:</b> Demographics 2</p> <p><b>Funding Sources:</b> Materials for make n takes - 211 - Title I, Part A 2019-20 left over - \$1,000, Consultants from Region 20 district approved vendor - 211 - Title I, Part A 2019-20 left over - \$10,000, Dyslexia Therapist Training Program - 211 - Title I, Part A - \$1,800</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
No Progress	Accomplished			

**Performance Objective 1 Problem Statements:**

Demographics
<p><b>Problem Statement 2:</b> Jubilee-Highland Park does not offer robust and targeted, capacity-building Professional Development opportunities for 100% of staff members. <b>Root Cause:</b> Lack of planning and participation by administration and staff.</p>






## School Processes & Programs

**Problem Statement 1:** Jubilee- Highland Park has low ADA school-wide (95.6%). **Root Cause:** Lack of personnel (Attendance Clerk) to manage ADA.

**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 2:** Jubilee- Highland Park will implement a Robotics/STEM program, to include students in grades 3-8, in the 2020-2021 school year.

**Evaluation Data Sources:** Robotics/Stem lesson planning, school-wide robotics competition in Spring, 6 weeks demonstrations by students, sign-in sheets and agendas from meetings

<p><b>Strategy 1:</b> JHP will create a committee, to include key partners, to establish a STEM program plan by the end of the second six week cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement in Science and other subject areas. Increase in student enrollment.</p> <p><b>Staff Responsible for Monitoring:</b> Science Department Lead Principal Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 2</p> <p><b>Funding Sources:</b> Club Materials - 211 - Title I, Part A - \$2,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Science Teachers (PK-8th) will attend and/or participate in professional development sessions such as, but not limited to CAST and others, in order to gain knowledge and expertise related to STEM and Robotics.</p> <p><b>Strategy's Expected Result/Impact:</b> Established STEM/Robotics program Increase in student achievement and knowledge related to STEM/Robotics</p> <p><b>Staff Responsible for Monitoring:</b> Science Department Lead Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Performance Objective 2 Problem Statements:**

<b>School Processes &amp; Programs</b>
<p><b>Problem Statement 2:</b> Jubilee- Highland Park offers a limited number of organization and club opportunities. <b>Root Cause:</b> Lack of coordination and support from the school community.</p>

**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 3:** 100% of teachers will become proficient with DMAC to increase student mastery of the TEKS, student expectations, and close the academic gap.






**Evaluation Data Sources:** TEKS Tracker chart, DMAC Reports, Academic reports (progress and report cards), TEKS Resource System, Walkthroughs, Field Trip requests.

<b>Strategy 1:</b> 100% of teachers will be trained to use DMAC to disaggregate data, once every six week cycle.	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> 100% of teachers will implement field lessons in grades PK-8th to conduct a real-world application lesson aligned to the TEKS. <b>Strategy's Expected Result/Impact:</b> Increased student outcomes. Increased student engagement. Increased student achievement. <b>Staff Responsible for Monitoring:</b> Teachers (PK-8th) Principal Assistant Principal Administrative Assistant <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
No Progress                Accomplished                Continue/Modify                Discontinue				

**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 4:** Jubilee- Highland Park will begin the eighth grade students on a CCR path, by implementing a program to evaluate student them during the 2019-2020, by the end of the eighth grade year.






**Evaluation Data Sources:** CCR Curriculum, Master Schedule, CCR Assessment Data

<p><b>Strategy 1:</b> Implement a program to track and promote student career and college readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will gain a better understanding of college and career opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal CTE Coordinator Technology Applications Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p> <p><b>Funding Sources:</b> - 289 - Title IV Part A</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 5:** Improve student achievement by 10% through district-wide initiatives in Reading, Math, Writing, Social Studies, and Science.







**Evaluation Data Sources:** TAPR  
Accountability Reports














<p><b>Strategy 1:</b> Purchase instructional supplies for students in grades PK-8th that will increase student achievement and performance in all subject areas</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement</p> <p>Increased student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 6:** Improve Bilingual/ESL student progress in PBMAS, TELPAS, and STAAR to reach 36% in Domain 3.

**Evaluation Data Sources:** PBMAS, TELPAS, STAAR

<p><b>Strategy 1:</b> Provide Bilingual/ESL students with tools including professional development that target second language acquisition to newcomers or beginners proficiency level students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase growth in our bilingual student's second language acquisition</p> <p><b>Staff Responsible for Monitoring:</b> Director Principal LPAC Administrator EL Coordinator EL Interventionist EL ParaProfessional</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide content area teachers support with professional development opportunities, instructional strategies, materials and/or resources to support ELs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase our English Learners' acquisition of second language.</p> <p><b>Staff Responsible for Monitoring:</b> Director Principal LPAC Administrator EL Coordinator EL Interventionist EL Paraprofessional</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 3:</b> Coordinate and attend Bilingual/ESL monthly meetings with EL Coordinators, program staff and LPAC admins for updates, deadlines, and upcoming program requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement in attaining the second language acquisition and meeting state and federal requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Director Principal LPAC Administrator EL Coordinator EL Interventionist EL ParaProfessional</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				





<p><b>Strategy 4:</b> Provide support to teachers with the Sheltered Instructional Strategies Program to support English Learners</p> <p><b>Strategy's Expected Result/Impact:</b> Increase growth in our bilingual students' second acquisition</p> <p><b>Staff Responsible for Monitoring:</b> Director Principal LPAC Administrator EL Coordinator EL Interventionist EL ParaProfessional</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 5:</b> Provide Bilingual/ESL Stipends to certified teachers who provide the second language acquisitions support to our English learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve the support, reinforcement and guidance provided by the teachers for our English Language Learners.</p> <p><b>Staff Responsible for Monitoring:</b> Fall and Spring Verification process and submittal to payroll.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 6:</b> Bilingual/ESL Quarterly meetings with Principals</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement in attaining the second language acquisition.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals and Associate Superintendent per Region.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 2:** Jubilee- Highland Park will provide students access to a standards-aligned guaranteed and viable curriculum that increases academic achievement and provides a multi-tiered system of support.

**Performance Objective 7:** Jubilee- Highland Park will give students the opportunity to participate in small group tutoring during school hours













**Evaluation Data Sources:** Sign-in sheet, Tutor Contract MOU, Raptor Report, Facility Contract

<p><b>Strategy 1:</b> Jubilee- Highland Park will hire a tutor not to exceed 20 hours a week to provide student support in grades 3rd-8th in STAAR tested areas (Math/Science, Social Studies/ELAR) and other subjects as needed</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement</p> <p>Increased student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Contracted Tutoring Services - 211 - Title I, Part A - \$9,856</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Jubilee- Highland Park will create a school-wide continuous improvement plan to include processes and procedures to strengthen both instructional and operational alignment of programs that include implementation and monitoring.

**Performance Objective 1:** Jubilee- Highland Park will increase the average daily attendance to 98% or better for all students in grades PK-8th.






**Evaluation Data Sources:** TXEIS attendance reports SAT 2300, Weekly Classroom Attendance Tracker, Time clock report for staff, SOS sub system data

<p><b>Strategy 1:</b> Implement attendance recognition program and purchase incentives items each six week cycle for students in grades PK-8th with 98% or better ADA.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student ADA. Increased overall student attendance. Increased student engagement.</p> <p><b>Staff Responsible for Monitoring:</b> PEIMS Clerk</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Host an attendance celebration every six weeks for students that maintain an ADA of 98% or better.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student ADA to 98% or better.</p> <p><b>Staff Responsible for Monitoring:</b> PEIMS Clerk Assistant Principal Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 3:</b> Jubilee Highland Park will implement a PBIS program to encourage school wide procedures and operational alignment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased fluidity of rules and procedures across campus in common areas.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Jubilee- Highland Park will create a school-wide continuous improvement plan to include processes and procedures to strengthen both instructional and operational alignment of programs that include implementation and monitoring.

**Performance Objective 2:** Jubilee Highland Park will establish and implement extra-curricular activities, programs, and clubs to enhance student outcomes for all students in PK-8th grade by the end of the 2020-2021 school year.

**Evaluation Data Sources:** Student sign-in sheets, Teacher Time clock reports, statement of understanding, Calendar of events

<p><b>Strategy 1:</b> Establish and maintain a student leadership team to develop student character and foster social and emotional growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation of students on leadership team. Decrease in negative student behavior. Increase in student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team Members Principal Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Jubilee- Highland Park will create a school-wide continuous improvement plan to include processes and procedures to strengthen both instructional and operational alignment of programs that include implementation and monitoring.

**Performance Objective 3:** Jubilee- Highland Park will provide 100% of teachers with local professional development support in the areas of Science, ELAR/Writing, Math, and Social Studies.

**Evaluation Data Sources:** Sign-in sheets from trainings.  
 ESC-20 or other agency training certificates of completion.  
 Staff survey

<p><b>Strategy 1:</b> Create department leads for Math, Science, ELAR/Wr, and Social Studies in order to provide academic and TEK aligned support for staff and students in grades PK-8th.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student outcomes in Math, Reading, ELAR/Wr, and Social Studies.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Send 100% of teachers with opportunity to attend specialized content-area training in Science, Math, Reading, Social Studies, and other instructional programs at our local Education Service Center (ESC-20) and other professional development providers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement</p> <p>Increased student outcomes</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
No Progress               Accomplished               Continue/Modify               Discontinue				

**Goal 3:** Jubilee- Highland Park will create a school-wide continuous improvement plan to include processes and procedures to strengthen both instructional and operational alignment of programs that include implementation and monitoring.

**Performance Objective 4:** By the end of the 2020-2021 school year, Jubilee- Highland Park will purchase general supplies, materials and updated technology for 100% of classrooms in order to increase and align student achievement and outcomes.

**Evaluation Data Sources:** Lesson plans, walk-throughs, technology needs assessment, TXEIS general ledger report, Increased student outcomes (Accountability reports)

<p><b>Strategy 1:</b> Jubilee- Highland Park will purchase paper and other general supplies for use by 100% of campus staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student outcomes</p> <p>Increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal PEIMS Clerk</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> To increase technology use in every classroom to assist the teachers and students with academic achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> The students will be able to have updated technology use and interact with virtual students</p> <p><b>Staff Responsible for Monitoring:</b> principal, assistant principal, administrative assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Problem Statements:</b> Student Learning 2</p> <p><b>Funding Sources:</b> Interactive TVs - 211 - Title I, Part A - \$3,156</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
No Progress               Accomplished               Continue/Modify               Discontinue				








**Performance Objective 4 Problem Statements:**

<b>Student Learning</b>
<p><b>Problem Statement 2:</b> Jubilee-Highland Park does not offer a 1:1 ratio of technology resources for students. <b>Root Cause:</b> Lack of strategic planning regarding budgetary resources.</p>

**Goal 4:** Jubilee- Highland Park will build a positive school culture that provides a safe, drug-free learning environment to promote individualized learning opportunities, build leadership skills and cultivate rich family engagement through active and meaningful collaboration.

**Performance Objective 1:** Jubilee- Highland Park will acquire security services to promote student safety by the end of the first semester of the 2020-2021 school year.

**Evaluation Data Sources:** TXEIS Budget report, local and campus incident report data, school community surveys and feedback




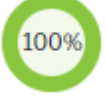
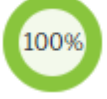





<p><b>Strategy 1:</b> Jubilee- Highland Park will collaborate with a third party security vendor in order to provide additional campus security and monitoring.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in positive student culture. Increase in student social and emotional learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Jubilee- Highland Park will build a positive school culture that provides a safe, drug-free learning environment to promote individualized learning opportunities, build leadership skills and cultivate rich family engagement through active and meaningful collaboration.

**Performance Objective 2:** Jubilee- Highland Park will provide all students with a safe and secure school by decreasing discipline referrals by 30% campus wide.

**Evaluation Data Sources:**











TX Discipline Reports, JHP discipline data and referrals, Student Code of Conduct, Schoolwide discipline plan, Parent/Student Handbook, sign-in sheets

<p><b>Strategy 1:</b> Host local and community civic leaders to promote student leadership in grades PK-8th.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student engagement. Decreased in student discipline.</p> <p><b>Staff Responsible for Monitoring:</b> Social Studies Department Lead Parent Liaison Principal Administrative Assistant Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> 100% of staff will participate in social and emotional learning professional development, in order to improve campus culture.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved campus culture Increased staff engagement Increased teacher retention</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Administrative Assistant</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>Funding Sources:</b> Book Study- social/emotional learning - 420-PIC 11 FSP - \$600</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4: Jubilee-** Highland Park will build a positive school culture that provides a safe, drug-free learning environment to promote individualized learning opportunities, build leadership skills and cultivate rich family engagement through active and meaningful collaboration.

**Performance Objective 3: Jubilee-** Highland Park will implement monthly events that are community-driven and focused on parent engagement within our school community.

**Evaluation Data Sources:** Webinar attendance sheets, PTO volunteer program, Civic partnerships with city officials.

<p><b>Strategy 1:</b> Parent liaison and counselor to foster parent involvement and engagement opportunities for the school community.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent involvement</p> <p>Increased parental engagement</p> <p><b>Staff Responsible for Monitoring:</b> PTO President PTO Board Principal Administrative Assistant Parent Liason Counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Host parent engagement family events and activities once every six weeks to promote student/parent engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement</p> <p>Increased parent involvement</p> <p><b>Staff Responsible for Monitoring:</b> Principal Administrative Assistant Parent Liaison Counselor</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 4:** Jubilee- Highland Park will build a positive school culture that provides a safe, drug-free learning environment to promote individualized learning opportunities, build leadership skills and cultivate rich family engagement through active and meaningful collaboration.

**Performance Objective 4:** To increase parent engagement by 5% by providing a warm and welcoming room/environment on campus for parents to volunteer and come for campus support.

**Evaluation Data Sources:** Annual evaluation conducted by campus administrators and perceptual data from electronic survey conducted on parents.

<p><b>Strategy 1:</b> Jubilee - Highland Park will hire a parent liaison that can devote their time to actively bridge the gap between home and school.</p> <p><b>Strategy's Expected Result/Impact:</b> By hiring a parent liaison, parental engagement will increase by 10% as determined by sign in sheets of parents in attendance, and consequently positively impacting student growth by 5% as determined by each of the grade level's measuring system.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Problem Statements:</b> Demographics 3</p> <p><b>Funding Sources:</b> PARENT LIAISON - 211 - Title I, Part A - \$25,033</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> To have an storage space for all materials that parents may need or use during the 2020-2021 school year. These materials will be used for parent engagement activities or to grow student academic success.</p> <p><b>Strategy's Expected Result/Impact:</b> By providing materials for parents to come into the school and use during parent engagement activities will help bridge the gap between the school and parents.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal Administrative Assistant Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Problem Statements:</b> Demographics 3</p> <p><b>Funding Sources:</b> Supplies for Parent Room - 211 - Title I, Part A - \$3,500</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
No Progress               Accomplished               Continue/Modify               Discontinue				

**Performance Objective 4 Problem Statements:**

<b>Demographics</b>
<p><b>Problem Statement 3:</b> Jubilee-Highland Park has low parent/guardian participation (5%) in school engagement activities and functions. <b>Root Cause:</b> Conflicting parent work responsibilities and family living arrangements.</p>







**Goal 5:** Jubilee Academies will create a district-wide continuous improvement plan for Career and Technical Education to include processes and procedures to strengthen both instructional and operational alignment of programs that include implementation and monitoring.











**Performance Objective 1:** Jubilee Academies will implement and sustain high quality Career & Technical Education Programs of Study, in which 6 out of the 14 career clusters are available for all students focusing on high-wage, high-skill, and in-demand occupations.

CTE Comprehensive Needs Assessment:

<https://drive.google.com/file/d/163vJQ68sqG9cXp8T7CFasIAAhz-X87Ek/view?usp=sharing>

**Evaluation Data Sources:** RDA, CCMR Accountability, Enrollment, Attendance, Student Interest Inventory, Industry-Based Certifications.

<p><b>Strategy 1:</b> Hiring of highly qualified Career and Technical Education Teachers, and offering competitive salaries.  <b>Strategy's Expected Result/Impact:</b> Recruiting and retaining teachers to ensure implementation of sustainable CTE programs of study with fidelity.  <b>Staff Responsible for Monitoring:</b> Campus Administration            CTE Coordinator,            HR Manager  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals  <b>Funding Sources:</b> JHP Full Time CTE Teacher Salaries and Benefits - 420-PIC 22 State Career &amp; Technical Ed (CTE) - 005 - \$55,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Recruitment and retention of highly qualified teachers through competitive stipends.  <b>Strategy's Expected Result/Impact:</b> Recruiting and retaining teachers to ensure implementation of sustainable CTE programs of study with fidelity.  <b>Staff Responsible for Monitoring:</b> Campus Administration, CTE Coordinator, HR Manager  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals  <b>Funding Sources:</b> JHP CTE Stipends (Up to \$5,500 DOQ) - 420-PIC 22 State Career &amp; Technical Ed (CTE) - 005 - \$5,500</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

<p><b>Strategy 3:</b> Provide the CTE Staff with the necessary Professional Development needed in order to provide students with CTE experiences that focus on preparation for high-skill, high-wage, and in-demand occupations.</p> <p>CTE Approved Conferences:</p> <p><a href="https://docs.google.com/document/d/1V07XRUp9zV4-GasBkJNst5zGcYQ7PY0zpi72nJDUs/edit?usp=sharing">https://docs.google.com/document/d/1V07XRUp9zV4-GasBkJNst5zGcYQ7PY0zpi72nJDUs/edit?usp=sharing</a></p> <p><b>Strategy's Expected Result/Impact:</b> Enhance the development and growth of CTE teachers in order to contribute to the development of high quality CTE programs of study.</p> <p><b>Staff Responsible for Monitoring:</b> CTE Coordinator, Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> JHP CTE Professional Development (ESC &amp; Recommended List) - 420-PIC 22 State Career &amp; Technical Ed (CTE) - 05 - \$2,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 4:</b> Provide the necessary supplies, materials, curriculum &amp; technology needed for each career cluster in order to meet the needs of a competitive workforce, and stay current with industry standards and cross curricular content integration.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide students with supplies and materials to ensure implementation of CTE programs of study within 6 career clusters.</p> <p><b>Staff Responsible for Monitoring:</b> CTE Coordinator, Technology Department, Campus Administration</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> JHP Supplies, Materials, Curriculum, Technology - 420-PIC 22 State Career &amp; Technical Ed (CTE) - 05 - \$2,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Debra Calvillo	Parent Liaison	Title I, Part A	1

# Campus CNA Demographics

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Jermaine Coleman	Assistant principal
Non-classroom Professional	Pamela Juniper	Math Interventionist
Administrator	Crystal Walter	Principal
Non-classroom Professional	Guadalupe Santillan	Admin. Assistant

# Campus Advisory Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Lead Committee Member	Laura Stanton	5th Grade Teacher
Lead Committee Member	Melissa Wilson	2nd Grade Teacher
Administrator	Alicia Bolt	Associate Superintendent
Classroom Teacher	Jose Veliz	MS Science Teacher
Classroom Teacher	Ralph Hernandez	5th Grade Math/Science Teacher
Classroom Teacher	Marvin Cobb	3rd Grade Math/Science Teacher
Paraprofessional	Catherine Dunsford	Special Programs
Non-classroom Professional	Guadalupe Santillan	Administrative Assistant
Administrator	Crystal Walter	Principal
Non-classroom Professional	Pamela Juniper	Math Interventionist
Paraprofessional	Debra Calvillo	Parent Liaison
Parent	Sylvia Gonzales	Parent

# CNA Campus Student Achievement

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Lead Committee Member	Laura Stanton	5th Grade ELAR/SS
Non-classroom Professional	Pamela Juniper	Math Interventionist

# CNA Campus Perceptions

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Lead Committee Member	Melissa Wilson	2nd Grade Teacher
Classroom Teacher	Jose Veliz Castillo	Classroom Teacher
Administrator	Jermaine Coleman	Assistant Principal
Non-classroom Professional	Pamela Juniper	Math Interventionist
Paraprofessional	Debra Calvillo	Parent Liaison



# CNA Campus Processes & Programs

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Crystal Walter	Principal
Paraprofessional	Debra Calvillo	Parent Liaison
Non-classroom Professional	Pamela Juniper	Math Interventionist
Administrator	Jermaine Coleman	Assistant Principal
Classroom Teacher	Ralph Hernandez	Classroom Teacher