

Jubilee Academies
Jubilee Highland Hills
2023-2024 Campus Improvement Plan

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Comprehensive Needs Assessment

Revised/Approved: February 2, 2024

Demographics

Demographics Summary

Jubilee Highland Hills is a public Charter school PK-8th with 846 students enrolled. We pride our self on being a school of choice for a title one community by providing a safe and drug-free where students can learn. Our stakeholders are our teachers, staff, parents, and community members.

Teachers by Years of Experience:

- 1st year (new) Teachers = 20
- 1- 5 Years Experience = 37
- 6-10 Years Experience = 2
- 11-20 Years Experience = 0
- Over 20 Years Experience = 0

Highland Hills was labeled an IR "Improvement Required" campus, with an "F" rating by TEA in 2018-2019 based upon the STAAR scores. 2022 TEA rated our rating grew to 69 "C" rating.

Demographics Strengths

- Positive morale students, parents and staff. The students demonstrate a readiness to learn. 100% of students and staff have and use technology.
- High involvement in outreach events such as Literacy Night, STEAM Night, Fall Festival, PTO/Music Performance, and Movie Night by parents, students, and staff. With average attendance around 200 or more.
- Strong athletic program which includes boys and girls basketball; boys, girls, and co-ed soccer; volleyball; track; cross country; and flag football.
- Clubs: Model Club, Chess, Eagle Sound Production and E Sports
- STEAM program: Art, Orchestra, music, tech, STEM class participation; Beauty and the Beast Play
- Partnership with Educational Service Center Region 20, abundance of resources and professional development for teachers, staff and parents.

Problem Statements Identifying Demographics Needs

Problem Statement 1: We have high student and teacher absenteeism rates. **Root Cause:** We have a variety of causes, some need transportation and lack of commitment.

Problem Statement 2: Very small Parent Teacher Organization in our School and lack of parent involvement. **Root Cause:** Lack of training, organization and more recruitment.

Problem Statement 3 (Prioritized): Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters **Root Cause:** Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 4 (Prioritized): Math scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. **Root Cause:** New curriculum and new teachers struggling to teach using new curriculum. Lack of timely support.; delayed start providing professional development, and after school tutoring.

Problem Statement 5 (Prioritized): Science scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. **Root Cause:** New teachers needs content specific support, and classroom management support. Lack of timely support; delayed start providing professional development and after school tutoring.

Problem Statement 6 (Prioritized): Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 7 (Prioritized): Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

Problem Statement 8 (Prioritized): There is learning gaps in Reading and Math present in our "At Risk" students. **Root Cause:** Jubilee Highland Hills has a high population of "At Risk" students that were impacted with lack of learning opportunities during COVID. 2022-2023 we were able to mentor, tutor and provide tier 3 instruction however there is still a present need.

Student Learning

Student Learning Summary

Our campus has shown much growth over the past year, meeting 7 of the 14 indicators. Under academic achievement, we are scoring lower on math than reading, meeting only 2 of the 16 indicators. We need to make sure sub populations are being closely monitored.

Student needs are identified primarily by the classroom teacher and then documented through multi-tiered system of supports (MTSS). The data collected includes grades, observations and work samples.

Using the data collected, students receive differentiated instruction. This includes small group instruction using multi-tiered system of supports (MTSS) and documenting supports on DMAC. Teams meet to discuss students in RtI to determine the strategy to implement including how students are progressing, what data is needed to be collected and whether the services the student is receiving is appropriate. We also follow the Admission, Review and Dismissal (ARD) process for determining eligibility in Special Education which allows our students to receive additional support. Students can also be determined to qualify for 504 as well.

The master schedule has intervention times built in. We also provide both in-school and after school tutoring, as well as differentiation based on individual student needs in the general education classroom as well as those supported by multi-tiered system of supports (MTSS), 504 and Special Education data.

We come together as a team to make committee decisions concerning state assessments and interventions. We analyze all of the combined data for each individual student, in order to ensure that it is beneficial for each student.

All teachers in PreK-8th grade ensure that multi-tiered system of supports (MTSS) is implemented for both behavior and academics. MTSS meetings take place every 6 weeks, progress monitoring every 3 weeks. Bi weekly meetings with the special population coordinator take place as well.

Positive Behavior Interventions and Supports (PBIS) have been in place for the past three years. The program helps classroom teachers develop systems and procedures which lead to effective classroom management. Our goal is for the teachers not to have to spend a lot of time correcting unwanted behaviors, but rather focus on engaging the students in meaningful learning. Furthermore, by implementing it schoolwide, all students know the expectations - they will be ready, respectful and responsibly at all times.

The campus has a full time At Risk coordinator who tutors and does goal setting with the students. She closely monitors their progress pivots and makes adjustments as needed. We offer Saturday school, After School tutoring and 1/2 day Wednesday tutoring.

Student Learning Strengths

We have show gains in our Special populations by increasing their approaches in ELRA.

Bilingual students showed gains in STAAR Assessment.

Economically Disadvantaged students showed significant improvement

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters **Root Cause:** Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 2 (Prioritized): Math scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. **Root Cause:** New curriculum and new teachers struggling to teach using new curriculum. Lack of timely support.; delayed start providing professional development, and after school tutoring.

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Problem Statement 5 (Prioritized): Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

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School Processes & Programs

School Processes & Programs Summary

Instructional: JHH teachers are provided five 45 minute planning times and five 45 minute PLCs to analyze data and internalize their lessons plans. During the PLC time teachers work with grade level teams and administrator in lesson internalization and data analysis.

Curricular: JHH follows the district curricular guidelines utilizing resources: Eureka Math, Amplify Reading, STEM Scopes- Science and My World - Social Studies.

Personnel: JHH Administration team follows the district protocols with all new hires and selects the strongest candidates whom will truly be committed to the students. New hires are given a minimum of 2 days to shadow a grade level and mentor teacher before starting their assignment. All teachers who are new to JHH are assigned a mentor teacher for up to two years.

Organizational: As an admin team, we are working to solidify our processes and procedures throughout the building.

Administrative: JHH has one Senior Principal, one Secondary Principal, two assistant principals and one campus testing coordinator who all work collaboratively to improve the culture in the building leading to more teachers being retained.

Professional development: is offered by the curriculum and instruction department of the district. Before the school year begins, teachers have 6-7 days of professional development which provides them the important information they need to know for the upcoming school year. Teachers obtain expectations and clear instructions on new updated information that needs to be completed throughout the year. Teachers have approximately ten professional development days within a school year where they use this time to fulfil their expectation needs and connect with instructional coaches. This year we will have early release every Wednesday which will help provide teachers with best practices to help them become more effective.

Teachers and instructional coaches can find themselves collaborating with one another to ensure they are presenting the required material to their classrooms. New teachers have been able to learn the expectations and necessary tools that are needed in their classrooms; whereas the experienced teachers are able to assist others and keep updated with the changes within the school year.

Decision making:

Most of the decision making in our district is made by the team of administrators and leaders. They each gather input from their campus leaders and staff members and delegate the information to leadership meetings they have on a regular basis. In regard to curriculum decisions, we have our Content Specialist or Coaches which are the connection to the teachers. They gather teacher's feedback about initiatives being implemented, resources needed, or basic needs and they share this with the Curriculum Directors. The directors along with other leaders then weigh in on the input provided by the teachers and coaches and determine the best course of action. Additionally, surveys are also used to make decisions at the district level. Because our district is spread out through various regions of the state, sending out surveys helps gather input from all regions in a timely manner in order to use this feedback for decision making.

Do we include teachers and other staff in decision making? Discuss methods used for seeking meaningful consultation from teachers and others on how best to improve student achievement. As far as student achievement, we have weekly faculty meetings to discuss the progress of the school in general and then we have weekly meetings for the elementary side of the school. We discuss what progress has occurred in the classroom. We are given opportunities to change or add instructional strategies, we are given the choice to choose the platforms and resources needed to deliver the proper instruction. We also include the special population team in order so that we have consistency in what we need to do for student success. We include teachers and staff in joining our Campus Leadership Team.

What are the goals for the campus and the district? What are the target areas and how will they be stated as measurable performance objectives? What data sources will be used throughout the year to monitor progress? How often?

Jubilee is committed to the goal of excellence in education for all students. Our campuses provide a safe and structured community focused on leadership, academics and a balance of mind and body for lifetime success. Based on our data, the areas of need of improvement are Math and Reading. The data sources that we are going to use Unit assessments, district benchmarks, MAP BOY and MOY, MCLASS, and CLI

"How are the goals, performance objectives and strategies communicated? What expectations exist for formative and summative reviews?"

Goals, performance objectives, and strategies are effectively communicated in Jubilee in several different ways. In the classrooms, teachers explain to students the lesson's objectives and class expectations at the beginning of class. Teachers also communicate effectively with special population groups by having meetings where students' needs are addressed so no student is falling behind. As a whole, Jubilee is able to communicate performance goals and strategies effectively through weekly staff meetings; administrators can provide support and guidance for teachers and faculty. We communicate with parents through Principals Coffee and PTO meetings.

How will the campus and/or district ensure that needs are analyzed until root causes are identified and that only problems within the sphere of influence are addressed? How are needs prioritized?

The campus will ensure that the needs of all students are being met by analyzing the data found in yearly state assessments. Analyzing the data will allow us to understand where the learning gaps are and give us the opportunity to address each student with individualized instructions. Furthermore, this will allow us to properly plan for small groups and after school tutorials.

Is the campus focused on improving student academic achievement? Is there a sense of urgency and strong commitment? What processes are in place to ensure that the daily demands of the campus do not overshadow a focus on improvement?

Jubilee Highland Hills is focused on improving student's academic achievement by closing the gaps and meeting all student's needs. All faculty staff at Jubilee Highland Hills have been 100% committed to help each student's growth and getting them to a high order mindset. The procedures in Jubilee Brownsville focus on data analysis for tutorials and small group learning, weekly faculty meetings, teachers collaborating with special pop teachers to ensure students get the accommodations and assistance they require, parent communication on student progress, and exit tickets to check for students' understanding. All tasks and procedures are to ensure the campus is focused on continuous improvement and planning to ensure each student's academic success.

School Processes & Programs Strengths

Jubilee Offers incentives to employees who refer and recruit people. We participate in job fairs.

New teachers engage in an onboarding process to facilitate their transition into the classroom.

Each new teacher is assigned a mentor.

Each grade level is assigned a lead teacher

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Jubilee Highland Hills has alternative certified or non certified teachers that lack experience in content and pedagogy. Classroom management strategies impose a challenge for new teachers therefore behaviors impeded student learning. **Root Cause:** Jubilee Highland Hills did not provide professional development support designed to target non-certified teachers' specific areas of need (Content, Classroom Management, data analysis).

Problem Statement 2 (Prioritized): Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 3 (Prioritized): Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

Problem Statement 4 (Prioritized): Student enrollment has been a challenge we need to increase by a 200 students. In addition many students withdraw and leave Jubilee. **Root Cause:** Not enough community engagement events in MOY. Unaligned communication between recruitment and campus. Strong start then did not maintain momentum and consistency MOY. Lack of transportation for "At Risk" student population. Parents rather use neighborhood school that provides transportation.

Problem Statement 5 (Prioritized): Administration team is not aligned and risk of culture declining. **Root Cause:** Change in Administration team.

Perceptions

Perceptions Summary

Jubilee Highland Hills uses Determined Destiny Values (Joy, Understanding, Balance, Integrity, Leadership, Empowerment and Excellence) to drive the culture of our campus.

Student Engagement:

- Due to PBIS, a positive trend in behavior in classroom setting has occurred the past few months. Therefore, there has been a decrease in classroom disruptions.
- In regards to bullying, with the positive classroom environment, teachers are better able to recognize bullying and call the counselors who respond with more urgency compared to years past.
- Students who are struggling with behavior respond well to counselors and ISS teacher.
- Students perceive the campus as devalued, however, their perception is limited because they have mostly been in charter schools.
- Students seem to enjoy being a part of campus. They are involved in clubs and extracurricular activities. They also are able to relate to at least one of their teachers or adults in the building. All student groups have the same perceptions. They are also in the process of buying in for the PBIS system on campus. As far as teachers and students' perceptions of campus life, this is the same across campus.
- Yes, due to following procedures we have safety protocols: fire drills, lockdown procedure, dismissal procedures, check out procedures. All students have an awareness of how to handle these situations due to constant practicing of procedures.

Staff Engagement:

- We do not retain teachers long term. This has been consistent and most reasons are due to pay, alternative cert vs traditional, lack of all around support.
- We have mentor/mentee relationships, leads who help organize and guide and veteran teachers who are receptive to struggling teachers and step into action.
- Teacher to student climate & culture is promoting in the right direction. There are some hiccups but it is remaining steady.

- The climate & culture of teachers to admin is a safe space.
- Parental involvement is a weakness on campus. Covid has played a major role due to low economic status, working multiple jobs, & locked campuses with no visitors.
- Yes, due to following procedures we have safety protocols: fire drills, lockdown procedure, dismissal procedures, check out procedures. All teachers have an awareness of how to handle these situations due to constant practicing of procedures.
- There is a big gap here. Teachers are not included in decision making. There is a lack of meetings & communication for campus improvement.

Community Engagement

- Parent involvement is a weakness. There has been an increase in community nights with parents & students. Parent involvement may differ between elementary & middle school students & staff.
- Schools communication has been consistent this year. There have been consistent news letters sent out almost weekly & the use of social media as well.
- Yes, communication is translated in multiple languages for all our populations.

Perceptions Strengths

Pk and Bilingual Kinder have paraprofessionals in the classrooms.

We provide 1.1 technology for students Pk-8th

We have 2 counselors one elementary one middle school. In addition we have a social emotional learning coach available to teacher and students.

Celebrations and incentives for student and staff attendance

New teachers have Mentor Mentee program and New Teacher Academy

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Lack of community and parent involvement. **Root Cause:** Staff turnover and lack of building relationships with families. Not enough campus family events with different optional time frames.

Priority Problem Statements

Problem Statement 1: Math scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners.

Root Cause 1: New curriculum and new teachers struggling to teach using new curriculum. Lack of timely support.; delayed start providing professional development, and after school tutoring.

Problem Statement 1 Areas: Demographics - Student Achievement - Curriculum, Instruction, and Assessment - Demographics - Student Learning

Problem Statement 2: Jubilee Highland Hills has alternative certified or non certified teachers that lack experience in content and pedagogy. Classroom management strategies impose a challenge for new teachers therefore behaviors impeded student learning.

Root Cause 2: Jubilee Highland Hills did not provide professional development support designed to target non-certified teachers' specific areas of need (Content, Classroom Management, data analysis).

Problem Statement 2 Areas: Demographics - Staff Quality, Recruitment, and Retention - Curriculum, Instruction, and Assessment - School Processes & Programs

Problem Statement 3: Science scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners.

Root Cause 3: New teachers needs content specific support, and classroom management support. Lack of timely support; delayed start providing professional development and after school tutoring.

Problem Statement 3 Areas: Demographics - Student Achievement - Curriculum, Instruction, and Assessment - Demographics - Student Learning

Problem Statement 4: Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters

Root Cause 4: Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 4 Areas: Demographics - Student Achievement - Curriculum, Instruction, and Assessment - Demographics - Student Learning

Problem Statement 5: Jubilee Highland Hill's attendance rate needs to be increased from 92%.

Root Cause 5: Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 5 Areas: Demographics - Student Achievement - School Culture and Climate - Parent and Community Engagement - School Context and Organization - Demographics - Student Learning - School Processes & Programs

Problem Statement 6: Jubilee Highland Hills has a low rate of parental engagement and involvement.

Root Cause 6: We need a system for growing our Parent Teacher Organization.

Problem Statement 6 Areas: Demographics - Parent and Community Engagement - Demographics - Student Learning - School Processes & Programs

Problem Statement 7: There is learning gaps in Reading and Math present in our "At Risk" students.

Root Cause 7: Jubilee Highland Hills has a high population of "At Risk" students that were impacted with lack of learning opportunities during COVID. 2022-2023 we were able to mentor, tutor and provide tier 3 instruction however there is still a present need.

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

Problem Statement 8: Student enrollment has been a challenge we need to increase by a 200 students. In addition many students withdraw and leave Jubilee.

Root Cause 8: Not enough community engagement events in MOY. Unaligned communication between recruitment and campus. Strong start then did not maintain momentum and consistency MOY. Lack of transportation for "At Risk" student population. Parents rather use neighborhood school that provides transportation.

Problem Statement 8 Areas: Demographics - Staff Quality, Recruitment, and Retention - Parent and Community Engagement - School Processes & Programs

Problem Statement 9: Administration team is not aligned and risk of culture declining.

Root Cause 9: Change in Administration team.

Problem Statement 9 Areas: Demographics - Staff Quality, Recruitment, and Retention - School Processes & Programs

Goals

Revised/Approved: February 2, 2024

Goal 1: Jubilee Highland Hills will continue to recruit, retain, and support the most qualified and effective educators.




Performance Objective 1: Jubilee Highland Hills will strive to recruit and retain 100% of faculty and staff by proactively providing professional development and ongoing support.











High Priority

HB3 Goal

Evaluation Data Sources: Employee Census Report, Survey Data, TPRI

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will provide professional development to their staff, and administrators to build capacity, increase proficiency and support. To include increasing knowledge and skills STAAR 2.0 testing expectations.</p> <p>Strategy's Expected Result/Impact: Increase overall recruitment and retention of staff by the end of 2024.</p> <p>Staff Responsible for Monitoring: Administrators, Faculty, and Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Problem Statements: Demographics 3, 4 - Demographics 3 - Student Achievement 1 - Student Learning 1 - School Processes & Programs 1 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2</p> <p>Funding Sources: Education Center Support - FSP 420-PIC 11 Regular Allotment - \$50,000, Region 20 Support - 211-EF ESF Grant - 211-13-6239-00-002-4-30-0-EF</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Jubilee Highland Hills will provide a mentorship program for 100% of new teachers to enhance classroom management, data analysis and instructional practices in the classroom.</p> <p>Strategy's Expected Result/Impact: New teachers will develop effective instructional practices and effective classroom management strategies to minimize loss of instructional time.</p> <p>Staff Responsible for Monitoring: Administrators, Mentors, Mentees, District Representative</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p> <p>Problem Statements: Demographics 4 - School Processes & Programs 1 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 2</p> <p>Funding Sources: - FSP 420-PIC 30 State Comp Ed (SCE) - \$17,400</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Jubilee Highland Hills will provide faculty and staff members with materials for classroom set up, instruction and replenish materials as needed.</p> <p>Strategy's Expected Result/Impact: Provide materials for classroom set up and instruction</p> <p>Staff Responsible for Monitoring: Administrators, Admin. Assistant, Faculty and Staff Members</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 3, 7 - Demographics 3, 8 - Student Achievement 1, 5 - Student Learning 1, 6 - Curriculum, Instruction, and Assessment 1</p> <p>Funding Sources: Writing Station Student Supplies - 211 - SI School Improvement Grant - 211-11-6399-00-002-4-30-0-SI - \$6,343.21</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 3: Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters **Root Cause:** Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 8: There is learning gaps in Reading and Math present in our "At Risk" students. **Root Cause:** Jubilee Highland Hills has a high population of "At Risk" students that were impacted with lack of learning opportunities during COVID. 2022-2023 we were able to mentor, tutor and provide tier 3 instruction however there is still a present need.

Student Learning

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School Processes & Programs

Problem Statement 1: Jubilee Highland Hills has alternative certified or non certified teachers that lack experience in content and pedagogy. Classroom management strategies impose a challenge for new teachers therefore behaviors impeded student learning. **Root Cause:** Jubilee Highland Hills did not provide professional development support designed to target non-certified teachers' specific areas of need (Content, Classroom Management, data analysis).

Goal 2: Jubilee Highland Hills will build a strong foundation of academic skills for all students in reading, math, science, and social studies.




Performance Objective 1: 3rd-5th will increase performance on state testing by 10% for reading, math, and science at each performance level Meets of above by the end of the 2023-2024 school year.




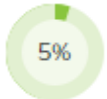

High Priority

HB3 Goal

Evaluation Data Sources: 2024 STAAR data, assessments, benchmarks

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will provide supplemental instructional materials for tier 3 learning plans.</p> <p>Strategy's Expected Result/Impact: Increase student performance on STAAR assessments making gains in student performance Meets and Masters.</p> <p>Staff Responsible for Monitoring: Administrators and faculty</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Funding Sources: Core Subject Data Analysis Consultant - 211 - SI School Improvement Grant - 6200 - \$16,500</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Jubilee Highland Hills will hire a Math tutor to provide small group intervention support. Strategy's Expected Result/Impact: Students will make academic gains in Math by 10% EOY. Staff Responsible for Monitoring: Administrators and Staff</p> <p>Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Demographics 1 - Demographics 4 - Student Achievement 2 - Student Learning 2 - Curriculum, Instruction, and Assessment 3 Funding Sources: Part Time math tutor - 211 - SI School Improvement Grant - 6100 - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Jubilee Highland Hills purchase online programs to encourage independent learning and increase student performance.</p> <p>Strategy's Expected Result/Impact: Increase student performance in Reading, Math, Science and Social Studies by 10% EOY. Staff Responsible for Monitoring: Administrators, faculty, students</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Online Student Intervention Software - 211 - SI School Improvement Grant - 6300 - \$10,500, Software for Students - 211 - SI School Improvement Grant - 211-11-6395-00-002-4-30-0-SI</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 4 Details	Reviews			
<p>Strategy 4: Jubilee Highland Hills will provide an At Risk Coordinator to monitor, mentor, tutor and support At Risk Students and families.</p> <p>Strategy's Expected Result/Impact: Increase academic gains by 10% in Math for students identified as At Risk. Results in EOY STAAR scores.</p> <p>Staff Responsible for Monitoring: Administration , At Risk Coordinator, District student services.</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - FSP 420-PIC 11 Regular Allotment - \$62,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Jubilee Highland Hills will offer after school tutoring, Saturday school and STAAR prep camps to students needing additional support.</p> <p>Strategy's Expected Result/Impact: Increase student outcomes</p> <p>Staff Responsible for Monitoring: Administration and Staff</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - FSP 420-PIC 30 State Comp Ed (SCE) - \$20,000, Core Subject Tutoring - 211 - SI School Improvement Grant - \$6,700, General Supplies for student camps - 211 - SI School Improvement Grant - \$2,462.25</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 4: Math scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Root Cause: New curriculum and new teachers struggling to teach using new curriculum. Lack of timely support.; delayed start providing professional development, and after school tutoring.</p>

Student Learning

Problem Statement 2: Math scores are low and we are still in need of increasing student proficiency to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. **Root Cause:** New curriculum and new teachers struggling to teach using new curriculum. Lack of timely support.; delayed start providing professional development, and after school tutoring.

Goal 3: Jubilee Highland Hills will connect all students to career and college pathways.




Performance Objective 1: Jubilee Highland Hills will implement and sustain high quality Career & Technical Education Programs of Study , in which 7 out of the 14 career clusters are available for all students focusing on high-wage, high-skill, and in-demand occupations,








High Priority

HB3 Goal

Evaluation Data Sources: CCMR Accountability Report, Enrollment Reports, Attendance Reports, Students Interest Inventories , Industry -Based Certification Completion Reports

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide parents with workshops and seminars to learn more about how to support their students for post secondary options for college, career or military options.</p> <p>Strategy's Expected Result/Impact: Increase parent awareness and participation in students academic success. To bridge a partnership between parent, student and school.</p> <p>Staff Responsible for Monitoring: Administration , GEAR up Coordinator, Parent Liaison</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Jubilee Highland Hills will schedule field lessons and presentations to expose students to college and career opportunities after high school.</p> <p>Strategy's Expected Result/Impact: Increase college and career awareness.</p> <p>Staff Responsible for Monitoring: Administrators, faculty, staff (parent liaison, Gear Up Coordinator, counselor), parents, students</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 7 - Demographics 8 - Student Achievement 5 - Student Learning 6</p> <p>Funding Sources: Project Based Learning Activities - FSP 420-PIC 22 State Career & Technical Ed (CTE) - 420-11-6495-00-002-4-22-0-00 - \$950</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 8: There is learning gaps in Reading and Math present in our "At Risk" students. Root Cause: Jubilee Highland Hills has a high population of "At Risk" students that were impacted with lack of learning opportunities during COVID. 2022-2023 we were able to mentor, tutor and provide tier 3 instruction however there is still a present need.</p>
Student Learning
<p>Problem Statement 6: There is learning gaps in Reading and Math present in our "At Risk" students. Root Cause: Jubilee Highland Hills has a high population of "At Risk" students that were impacted with lack of learning opportunities during COVID. 2022-2023 we were able to mentor, tutor and provide tier 3 instruction however there is still a present need.</p>







Goal 3: Jubilee Highland Hills will connect all students to career and college pathways.

Performance Objective 2: Jubilee Highland Hills will provide students grades 3rd-8th the opportunity to learn and engage in a STEAM program.

High Priority

Evaluation Data Sources: Attendance, sign in sheets from parent engagement, increased Science scores

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will equipped STEM labs and make necessary purchases to provide a STEAM program.</p> <p>Strategy's Expected Result/Impact: Increase student engagement, attendance and parent involvement. To empower students in critical thinking and problem solving using real-world solutions.</p> <p>Staff Responsible for Monitoring: Administration and Staff</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - 211 - Title I, Part A - \$10,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Jubilee Highland Hills will expand and replenish Art and Music materials needed.</p> <p>Strategy's Expected Result/Impact: Increase student engagement, attendance and parent involvement. Increase exposure to Art and Music, decrease high school drop out, and connect high school/college pathway.</p> <p>Staff Responsible for Monitoring: Administration and Staff</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 211 - Title I, Part A - \$10,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 4: Jubilee Highland Hills will create High Performing Schools.








Performance Objective 1: Jubilee Highland Hills will provide High school credit courses: Art I, Spanish I and Algebra I to 7th and 8th grade students.

High Priority

HB3 Goal

Evaluation Data Sources: Attendance, and end of course credits.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruit and retain Highly Qualified teachers for High school Credit courses by providing Stipend. Strategy's Expected Result/Impact: Students will earn High School credits to prepare for intended pathway. Staff Responsible for Monitoring: Administration and Staff</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: - 211 - Title I, Part A - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				








Goal 4: Jubilee Highland Hills will create High Performing Schools.

Performance Objective 2: Jubilee Highland Hills faculty and students will analyze student data throughout the 2023-2024 academic school year.

High Priority

Evaluation Data Sources: Student assessment data, trackers, iLead portfolios

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will utilize a student performance data tracking system digital or paper version that will be updated and monitored by students.</p> <p>Strategy's Expected Result/Impact: Increase faculty, parent and student ownership and accountability. Will increase student outcomes by 10% in Math and Reading on all EOY assessments.</p> <p>Staff Responsible for Monitoring: Administrators, faculty, students</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Data Tracking Supplies - 211 - SI School Improvement Grant - 211-11-6399-00-002-4-30-0-SI - \$485.31</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				




Goal 4: Jubilee Highland Hills will create High Performing Schools.








Performance Objective 3: Jubilee Highland Hills will increase parent engagement by 20% for the 2023-2024 academic school year.

High Priority

Evaluation Data Sources: Event calendar, agendas, sign-in sheets and attendance

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will utilize the parent liaison to help support the scheduling and planning of parent engagement events for current and potential families.</p> <p>Strategy's Expected Result/Impact: Increase parent engagement, PTO members, Student attendance, and School culture.</p> <p>Staff Responsible for Monitoring: Administrators, parent liaison and faculty</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: Flyers & General Supplies - 211 - Title I, Part A - 211-61-6399-00-002-4-30-0-00 - \$168.45</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Jubilee Highland Hills will plan a variety of parent engagement events throughout the 2023-2024 academic school year to showcase student work and enhance campus culture.</p> <p>Strategy's Expected Result/Impact: Increase parent engagement and enhance campus culture</p> <p>Staff Responsible for Monitoring: Administrators, parent liaison, counselor, Gear Up coordinator, faculty, staff, and students</p> <p>Title I: 2.5, 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 5, 6, 8 - Demographics 6, 7 - Student Achievement 4 - Student Learning 4, 5 - School Culture and Climate 1 - School Processes & Programs 2, 3, 4 - Staff Quality, Recruitment, and Retention 2 - Parent and Community Engagement 1, 2, 3 - School Context and Organization 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 6: Jubilee Highland Hill's attendance rate needs to be increased from 92%. Root Cause: Delayed start on having consistent celebrations/incentives program for maintaining high attendance.</p>
<p>Problem Statement 7: Jubilee Highland Hills has a low rate of parental engagement and involvement. Root Cause: We need a system for growing our Parent Teacher Organization.</p>
Student Learning
<p>Problem Statement 4: Jubilee Highland Hill's attendance rate needs to be increased from 92%. Root Cause: Delayed start on having consistent celebrations/incentives program for maintaining high attendance.</p>
<p>Problem Statement 5: Jubilee Highland Hills has a low rate of parental engagement and involvement. Root Cause: We need a system for growing our Parent Teacher Organization.</p>
School Processes & Programs
<p>Problem Statement 2: Jubilee Highland Hill's attendance rate needs to be increased from 92%. Root Cause: Delayed start on having consistent celebrations/incentives program for maintaining high attendance.</p>
<p>Problem Statement 3: Jubilee Highland Hills has a low rate of parental engagement and involvement. Root Cause: We need a system for growing our Parent Teacher Organization.</p>

School Processes & Programs

Problem Statement 4: Student enrollment has been a challenge we need to increase by a 200 students. In addition many students withdraw and leave Jubilee. **Root Cause:** Not enough community engagement events in MOY. Unaligned communication between recruitment and campus. Strong start then did not maintain momentum and consistency MOY. Lack of transportation for "At Risk" student population. Parents rather use neighborhood school that provides transportation.








Goal 4: Jubilee Highland Hills will create High Performing Schools.

Performance Objective 4: Jubilee Highland Hills will increase student engagement and increase moral and culture by 20% by celebrating successes.

High Priority

Evaluation Data Sources: Student report cards, attendance, disciplinary referrals, values

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will recognize and highlight student successes in academics, attendance, behavior, and values.</p> <p>Strategy's Expected Result/Impact: Increase student engagement, motivation, attendance, and increase culture.</p> <p>Staff Responsible for Monitoring: Administrators, counselor, faculty, staff, and students</p> <p>Title I: 2.5, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 5, 6, 8 - Demographics 6, 7 - Student Achievement 4 - Student Learning 4, 5 - School Culture and Climate 1 - School Processes & Programs 2, 3, 4 - Staff Quality, Recruitment, and Retention 2 - Parent and Community Engagement 1, 2, 3 - School Context and Organization 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 4 Problem Statements:

Demographics
<p>Problem Statement 6: Jubilee Highland Hill's attendance rate needs to be increased from 92%. Root Cause: Delayed start on having consistent celebrations/incentives program for maintaining high attendance.</p> <p>Problem Statement 7: Jubilee Highland Hills has a low rate of parental engagement and involvement. Root Cause: We need a system for growing our Parent Teacher Organization.</p>

Student Learning

Problem Statement 4: Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 5: Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

School Processes & Programs

Problem Statement 2: Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 3: Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.







Problem Statement 4: Student enrollment has been a challenge we need to increase by a 200 students. In addition many students withdraw and leave Jubilee. **Root Cause:** Not enough community engagement events in MOY. Unaligned communication between recruitment and campus. Strong start then did not maintain momentum and consistency MOY. Lack of transportation for "At Risk" student population. Parents rather use neighborhood school that provides transportation.

Goal 4: Jubilee Highland Hills will create High Performing Schools.

Performance Objective 5: Jubilee Highland Hills will provide professional development to administration on the TIL coaching cycle.

Evaluation Data Sources: Teacher growth and student growth.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Region 20 side by side coaching on the TIL process Strategy's Expected Result/Impact: Strength in full cycle teaching coaching Staff Responsible for Monitoring: Principal and district personnel Funding Sources: Region 20 Consultant - 211-EF ESF Grant - 211-23-6239-00-002-4-30-0-EF - \$3,750	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				




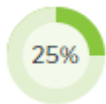


Goal 5: Jubilee Highland Hills will provide a safe and secure environment focused on the physical and mental well being of both students and staff.

Performance Objective 1: Jubilee Highland Hills will provide support focused on the mental well-being of both students and staff.

High Priority

Evaluation Data Sources: Referrals, surveys

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Jubilee Highland Hills will provide mental health consulting services and stress management tools to students and faculty.</p> <p>Strategy's Expected Result/Impact: Improve mental health, and culture. Decrease referrals and increase attendance for both staff and students.</p> <p>Staff Responsible for Monitoring: Administrators, counselors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 4, 5 - Demographics 6 - Student Achievement 4 - Student Learning 4 - School Culture and Climate 1 - School Processes & Programs 1, 2 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 2 - Parent and Community Engagement 1 - School Context and Organization 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Incentives to students respecting the 3 R's stated in our PBIS matrix and professional development to teachers in the implementation of PBIS.</p> <p>Strategy's Expected Result/Impact: Decrease in behavior referrals.</p> <p>Staff Responsible for Monitoring: Administration and staff</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 3, 4, 5, 6, 8 - Demographics 3, 6, 7 - Student Achievement 1, 4 - Student Learning 1, 4, 5 - School Culture and Climate 1 - School Processes & Programs 1, 2, 3, 4 - Staff Quality, Recruitment, and Retention 1, 2 - Curriculum, Instruction, and Assessment 1, 2 - Parent and Community Engagement 1, 2, 3 - School Context and Organization 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 3: Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters **Root Cause:** Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 6: Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 7: Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

Student Learning

Problem Statement 1: Jubilee Highland Hills needs to increase their state standardized test scores to include ELL, SpEd, GT, 504, at-risk, and economically disadvantaged learners. Add amounts approaches to masters **Root Cause:** Teachers need content support for teaching STAAR 2.0. and students need "At Bats" regarding STAAR 2.0. Delayed start tutoring students and delayed start providing professional development.

Problem Statement 4: Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 5: Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

School Processes & Programs

Problem Statement 1: Jubilee Highland Hills has alternative certified or non certified teachers that lack experience in content and pedagogy. Classroom management strategies impose a challenge for new teachers therefore behaviors impeded student learning. **Root Cause:** Jubilee Highland Hills did not provide professional development support designed to target non-certified teachers' specific areas of need (Content, Classroom Management, data analysis).

Problem Statement 2: Jubilee Highland Hill's attendance rate needs to be increased from 92%. **Root Cause:** Delayed start on having consistent celebrations/incentives program for maintaining high attendance.

Problem Statement 3: Jubilee Highland Hills has a low rate of parental engagement and involvement. **Root Cause:** We need a system for growing our Parent Teacher Organization.

Problem Statement 4: Student enrollment has been a challenge we need to increase by a 200 students. In addition many students withdraw and leave Jubilee. **Root Cause:** Not enough community engagement events in MOY. Unaligned communication between recruitment and campus. Strong start then did not maintain momentum and consistency MOY. Lack of transportation for "At Risk" student population. Parents rather use neighborhood school that provides transportation.

RDA Strategies

Goal	Objective	Strategy	Description
1	1	2	Jubilee Highland Hills will provide a mentorship program for 100% of new teachers to enhance classroom management, data analysis and instructional practices in the classroom.

Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Jubilee Highland Hills will provide professional development to their staff, and administrators to build capacity, increase proficiency and support. To include increasing knowledge and skills STAAR 2.0 testing expectations.
1	1	2	Jubilee Highland Hills will provide a mentorship program for 100% of new teachers to enhance classroom management, data analysis and instructional practices in the classroom.
2	1	1	Jubilee Highland Hills will provide supplemental instructional materials for tier 3 learning plans.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
CECILIA RAMIREZ	INTERVENTIONIST EL		100%
MICHELLE GOMEZ	INTERVENTIONIST READ		100%
MONICA JASSO	PARENT LIAISON		100%
SHELILA GARZA	PARAPROFESSIONAL PK		100%
SOPHIA ENRIQUEZ	PARENT LIAISON		100%

Campus Funding Summary

FSP 420-PIC 11 Regular Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Education Center Support		\$50,000.00
2	1	4			\$62,000.00
Sub-Total					\$112,000.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					-\$112,000.00
FSP 420-PIC 21 Gifted and Talented (G/T)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 22 State Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	Project Based Learning Activities	420-11-6495-00-002-4-22-0-00	\$950.00
Sub-Total					\$950.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					-\$950.00
FSP 420-PIC 23 State Special Education (SpEd)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 25 State Bilingual/ESL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00

FSP 420-PIC 25 State Bilingual/ESL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 30 State Comp Ed (SCE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$17,400.00
2	1	5			\$20,000.00
Sub-Total					\$37,400.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					-\$37,400.00
FSP 420-PIC 36 Early Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 37 Dyslexia					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 38 CCMR Outcomes Bonus					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00

FSP 420-PIC 91 ATHLETIC					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
FSP 420-PIC 99 Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1			\$10,000.00
3	2	2			\$10,000.00
4	1	1			\$3,000.00
4	3	1	Flyers & General Supplies	211-61-6399-00-002-4-30-0-00	\$168.45
Sub-Total					\$23,168.45
Budgeted Fund Source Amount					\$0.00
+/- Difference					-\$23,168.45
211 - SI School Improvement Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Writing Station Student Supplies	211-11-6399-00-002-4-30-0-SI	\$6,343.21
2	1	1	Core Subject Data Analysis Consultant	6200	\$16,500.00
2	1	2	Part Time math tutor	6100	\$5,000.00
2	1	3	Online Student Intervention Software	6300	\$10,500.00
2	1	3	Software for Students	211-11-6395-00-002-4-30-0-SI	\$0.00
2	1	5	General Supplies for student camps		\$2,462.25
2	1	5	Core Subject Tutoring		\$6,700.00
4	2	1	Data Tracking Supplies	211-11-6399-00-002-4-30-0-SI	\$485.31
Sub-Total					\$47,990.77

211 - SI School Improvement Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Budgeted Fund Source Amount					\$41,162.25
+/- Difference					-\$6,828.52
263 - Title III, ELA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
211-EF ESF Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Region 20 Support	211-13-6239-00-002-4-30-0-EF	\$0.00
4	5	1	Region 20 Consultant	211-23-6239-00-002-4-30-0-EF	\$3,750.00
Sub-Total					\$3,750.00
Budgeted Fund Source Amount					\$63,539.00
+/- Difference					\$59,789.00
Grand Total Budgeted					\$104,701.25
Grand Total Spent					\$225,259.22
+/- Difference					-\$120,557.97