Richardson Independent School District

Apollo Junior High School

2022-2023 Campus Improvement Plan

Mission Statement

To engage all learners in authentic experiences and to prepare them for an ever-changing local and global community through communication, critical thinking, collaboration, and creativity.

Vision

Apollo Junior High -- where all students connect, learn, grow, and succeed.

Integrity Inspiration Inclusiveness Innovation

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Apollo Junior High School is composed of a diverse student population of almost 650 7th and 8th grade students. We are a growing school with neighborhood regeneration at the heart of the population increase. Our Hispanic, EB and SPED population continue to increase each year while our African American, Native American, Pacific Islander and Multiracial students groups remain somewhat consistent in size while our Asian,White, Economically Disadvantaged demographics have declined slightly in recent years. Attendance rates remain over 95% while our dropout rates, particularly for at-risk populations remain a priority. AJH continues to focus on the performance of our special population on local, state, and national assessments for Emergent Bilingual students and our students served through special education. AJH values these diverse student and community populations which result in a rich learning environment for all.

Student Achievement

Student Achievement Summary

Apollo Junior High School performs at the state average in Reading, Math and Writing. AJH will continue to provide strategies and guidance in curriculum that will address the needs of SpEd and EB students. AJH will also implement a comprehensive professional development program in coordination with the curriculum management plan and district growth goals and overall vision.

Student Achievement Strengths

See addendum (STAAR Scores 2019) for specific student achievement strengths.

School Culture and Climate

School Culture and Climate Summary

Overall, Apollo Junior High School students enjoy coming to school and believe the campus is a safe and nurturing environment. The campus is committed to relationship building to ease the transisiton to junior high and support the transisition to high school. The campus will address classroom and campus behavior management through the enhancement of Positive Behavior and Intervention Support (PBIS) as well as CHAMPS strategies which will help support the success of all students. The use and expansion of PBIS will promote a culture of positive interactions between staff, students and community.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Apollo Junior High School maintains a focus on hiring and retaining highly qualified and student focused staff. Apollo administration with the partnership of RISD central administration will research best practices and provide resources to staff as we maintain a nurturing work environment focused on student success. Apollo will support new teachers through the assignment of mentor and buddy teachers. Paired with ongoing data analysis and needs assessments, we will provide recommended or required professional development sessions for staff in need of support. Additionally, administrators will provide opportunity for extended learning for new and veteran teachers.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

In conjunction with Richardson ISD central level specialists, Apollo Junior High School uses various data sources that are utilized regularly to inform curriculum development to support implementation of instruction. Data indicates the need for continued refinement of curriculum and the associated professional development, in order to identify best practices for advancing the progress of English Language Learners, bilingual students, dyslexic students and students with disabilities. Local student assessments, both formative and summative, as well as the utilization of assessment data to inform instructional decisions.

Parent and Community Engagement

Parent and Community Engagement Summary

Apollo Junior High School will continue to focus on increasing links between home and school by providing systemic opportunities for parent engagement and community involvement. Apollo will partner with local PTA to support an increase in parent and student PTA membership, outreach, and involvement on campus. Apollo will provide opportunities for increased stakeholder input through various modes of communication.

School Context and Organization

School Context and Organization Summary

The campus goal aligns with the district goal that all student and staff connect, learn, grow, and succeed. Apollo Junior High School is focused on growth goals to include 100 % of Apollo students to be successful within the time line established by the state. Apollo is building a schedule to maximize instructional time and to provide opportunities for student interventions and enrichment activities. Campus data meetings will be scheduled to focus on student interventions to monitor campus success with student performance. AJH will focus on identified needs.

Technology

Technology Summary

Technology integration is an important component of student learning at Apollo Junior High School. Apollo has implemented a one-to-one student Chromebook program. Teachers will use devices to facilitate technology integration within student learning and provide real time feedback on a larger scale than previously thought possible. The campus has adopted the SAMR model to evaluate the level of technology integration taking place in a classroom.

Goals

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.
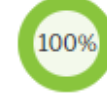
Performance Objective 1: Integrate tools and content into instruction in meaningful ways to encourage student use of available resources to enhance learning.
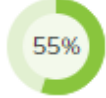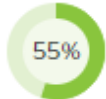
    Evaluation Data Sources: STAAR, Local Assessments, TELPAS, Staff Survey data, Student Survey data, Climate survey data, attendance data, Performance Growth Goals, formal and informal observation data
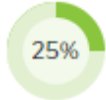
    Summative Evaluation: Significant progress made toward meeting Objective
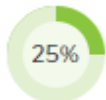
Strategy 1 Details	Reviews			
Strategy 1: Offer Academic Advisories that include ESL and special education support. Both opportunities are provide accelerated instruction for our HB4545 requirement.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased performance as evidenced in STAAR, Local Assessments, TELPAS, and Performance Growth Goals	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Core Teachers, SPED teachers, ESL teacher **Funding Sources:** Campus Tutoring Funds - 199 - State Compensatory Education	15%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: New staff will complete Modules 1, 2, and 3 of the Dyslexia Training to increase awareness and enhance techniques/strategies in the classroom.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation of strategies to support students with dyslexia	Nov	Jan	Mar	June
Staff Responsible for Monitoring: All staff	20%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Increase students awareness of college and career opportunities through implementation of College Week activities and AVID College Corner initiative.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased participation in college week and AVID activities Increased interest in post-secondary career options	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Content Specialist Campus Admin	10%	65%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Train teachers in the laws and procedures of the 504 program.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Compliance with 504 program, including implementing classroom accommodations for 504 students	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselors	100%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Hire 2 full-time Instructional Coaches to support teachers in instructional strategies as well as PLC facilitation.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Fidelity of PLC implementation, increased teacher collaboration, increased student performance (STAAR results, TELPAS results), Faculty Survey	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal **Funding Sources:** - 211 - Title I, Part A - $132,710	100%	100%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Enhance cultural awareness for staff and students through the Live Wise Live Healthy initiative.	**Formative**			**Summative**
Strategy's Expected Result/Impact: End of the Year Survey results will reflect Increased cultural awareness, increased participation in the Live Wise Live Healthy initiative	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Equity Liaison	20%	50%	100%	100%

Strategy 7 Details	Reviews			
Strategy 7: Students create food log through Google classroom to monitor and adjust meals to increase health awareness as part of the coordinated health program.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student Survey and fitness gram results will show evidence of increased health awareness	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Physical Education Staff	30%	100%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Utilize counselor made lessons, LIFT, Teens Offering Peer Support, and Peer Mediation members to help prevent bullying, harassment, and dating violence.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decreased incidents of bullying, harassment, and dating violence Increased counseling supports for students	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All staff	40%	60%	100%	→

Strategy 9 Details	Reviews			
Strategy 9: Train all faculty, staff, and students on suicide/substance abuse prevention and intervention.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decrease incidents of suicide/substance abuse Additional counseling supports for students **Staff Responsible for Monitoring:** Administration Counselors	**Nov**	**Jan**	**Mar**	**June**
	100%	100%	100%	100%

Strategy 10 Details	Reviews			
Strategy 10: Provide Internet Safety Program, Cyber Sense, to students to promote digital citizenship.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Positive behaviors and interactions, and appropriate use of digital resources
    Staff Responsible for Monitoring: Digital Coach
Instructional Technology
 	
    Funding Sources: - 211 - Title I, Part A
	Nov	**Jan**	**Mar**	**June**

	30%	55%	100%	100%

Strategy 11 Details	Reviews			
Strategy 11: Facilitate Panther Camp for the first two days of school where students are oriented on all structures, procedures, and culture of the school.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Climate survey, Parent survey, Student Engagement survey, and discipline data will indicate positive school wide behaviors and supports **Staff Responsible for Monitoring:** Instructional Coaches	**Nov**	**Jan**	**Mar**	**June**
	80%	100%	100%	100%

Strategy 12 Details	Reviews			
Strategy 12: Train Campus Emergency Response Team (ERT) and AED drills each semester.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased response times in drills, team preparedness in emergency situations **Staff Responsible for Monitoring:** Nurse Admin	**Nov**	**Jan**	**Mar**	**June**
	50%	100%	100%	→

Strategy 13 Details	Reviews			
Strategy 13: Monitor student data reports in an effort to monitor immunization compliance of the student body. Monitor student absence information in order to monitor communicable disease issues on campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased attendance rates **Staff Responsible for Monitoring:** Attendance Secretary School Nurse	**Nov**	**Jan**	**Mar**	**June**
	70%	90%	100%	100%

Strategy 14 Details	Reviews			
Strategy 14: Facilitate Second Step social-emotional lessons for students bi-weekly during advisory which will help to address bullying, harassment, and dating violence and implement communication protocol to speak with a parent of any alleged bullying victim within 24 hours.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Positive, supportive, and healthy relationships among students and staff Decreased incidents of bullying, harassment, and dating violence Increased parent communication **Staff Responsible for Monitoring:** Counselors All teachers	35%	85%	100%	100%

Strategy 15 Details	Reviews			
Strategy 15: Utilize the use of AJH Twitter page and Media Cast throughout the building for class, school, and extracurricular updates and to inform students and parents of ongoing extracurricular and academic opportunities.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student and parent participation and involvement **Staff Responsible for Monitoring:** All teachers Twitter Manager Admin	75%	100%	100%	100%

Strategy 16 Details	Reviews			
Strategy 16: Implement monthly infographic through the Apollo website to promote student involvement in extracurricular activities through marketing of extracurricular activities.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased participation and extracurricular enrollment **Staff Responsible for Monitoring:** Digital Coach	55%	65%	100%	100%

Strategy 17 Details	Reviews			
Strategy 17: Facilitate student transition from elementary to junior high through Showtime at Apollo, Apollo Basketball Classic, and Panther Prowl Night.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Observation of student familiarity and confidence with Apollo culture and atmosphere **Staff Responsible for Monitoring:** All staff	55%	80%	100%	100%

Strategy 18 Details	Reviews			
Strategy 18: Encourage Apollo 8th grade parents and students to attend RAM Nation Celebration and various extracurricular activities throughout the year.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Attendance and participation at Berkner events and activities Observation of student familiarity and confidence with Berkner culture and atmosphere **Staff Responsible for Monitoring:** All staff	55%	100%	100%	100%

Strategy 19 Details	Reviews			
Strategy 19: Encourage 8th students to complete applications to Berkner STEM and Richardson Magnet programs	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased number of applications submitted for Berkner STEM and Richardson Magnet programs **Staff Responsible for Monitoring:** All Staff	**Nov**	**Jan**	**Mar**	**June**
	25%	75%	100%	100%

Strategy 20 Details	Reviews			
Strategy 20: Provide Campus Pathway to Equity training to extend awareness and understanding.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased awareness of cultural competency among staff, will focus on closing the achievement gap for our EB student population. **Staff Responsible for Monitoring:** Executive Director of Equity, Diversity, and Inclusion	**Nov**	**Jan**	**Mar**	**June**
	35%	40%	70%	→

Strategy 21 Details	Reviews			
Strategy 21: Implement CHAMPS, a PBIS techniques, within the classroom.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Established campus-wide expectations and positive behavior supports Effective classroom management techniques and strategies **Staff Responsible for Monitoring:** All teachers	**Nov**	**Jan**	**Mar**	**June**
	30%	35%	80%	→

Strategy 22 Details	Reviews			
Strategy 22: Present MTSS structures and protocols during Faculty Meeting - Breakout Sessions.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation of RTI processes Increased support for Tier 3 students **Staff Responsible for Monitoring:** Admin Instructional Coaches **Title I:** 2.4, 2.6	**Nov**	**Jan**	**Mar**	**June**
	60%	65%	100%	100%

Strategy 23 Details	Reviews			
Strategy 23: Provide opportunities for field trips with each grade level, including a visit the Perot Museum with the entire 8th grade class and a visit the Dallas Zoo with the entire 7th grade class. **Strategy's Expected Result/Impact:** Increased engagement with science instruction Increased STAAR scores **Staff Responsible for Monitoring:** 7th and 8th Grade Science Team Instructional Coaches **Title I:** 2.4, 2.5, 2.6, 4.1 **Funding Sources:** 8th Grade Travel and Subsitutes - 211 - Title I, Part A - $3,100, 7th Grade Travel and Substitutes - 211 - Title I, Part A - $2,950	Formative			Summative
	Nov	Jan	Mar	June
	20%	60%	65%	→

Strategy 24 Details	Reviews			
Strategy 24: Bring STEM experiences to Apollo for our students and host multiple school-wide STEM Challenges throughout the year **Strategy's Expected Result/Impact:** Increase student interest in STEM **Staff Responsible for Monitoring:** Admin Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	45%	45%	100%	→

Strategy 25 Details	Reviews			
Strategy 25: Provide Lunch & Learns with speakers from STEM career fields to speak with our students about the careers. **Strategy's Expected Result/Impact:** Increase student interest in STEM careers **Staff Responsible for Monitoring:** Admin Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	25%	35%	100%	100%

Strategy 26 Details	Reviews			
Strategy 26: We will increase the number of STEM Clubs that we have for students to participate in including, but not limited to, a coding club and a robotics club. **Strategy's Expected Result/Impact:** Increase student interest in STEM **Staff Responsible for Monitoring:** Admin Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	25%	30%	40%	✗

Strategy 27 Details				**Reviews**			

Strategy 27: Host a STEM EXPO/Parent Night to inform our parents all about what STEM is and how it will benefit their students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent interest in STEM **Staff Responsible for Monitoring:** Admin Instructional Coaches	**Nov**	**Jan**	**Mar**	**June**
	35%	35%	100%	→

Strategy 28 Details				**Reviews**			

Strategy 28: Increase blended learning opportunities for students in core classes.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results Students Survey **Staff Responsible for Monitoring:** All math teachers Instructional Coaches **Title I:** 2.4, 2.5, 2.6 **Funding Sources:** Headphones - 211 - Title I, Part A - $1,443, Edpuzzle - 211 - Title I, Part A - $946.20	**Nov**	**Jan**	**Mar**	**June**
	40%	55%	100%	→

Strategy 29 Details				**Reviews**			

Strategy 29: Implement the Multi-Tiered Systems of Support by using the Branching Minds program to determine intervention and enrichment for reading and math.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student success with academics and behaviors Implementation of Branching Minds to support student interventions Implementation of interventions and supports for students **Staff Responsible for Monitoring:** Admin Instructional Coaches **ESF Levers:** Lever 5: Effective Instruction	**Nov**	**Jan**	**Mar**	**June**
	30%	50%	100%	100%

Strategy 30 Details				**Reviews**			

Strategy 30: Increase JH Crisis Counselor allocation to half time.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students have additional access/support in crisis response situations. **Staff Responsible for Monitoring:** Administration Intervention Counselor	**Nov**	**Jan**	**Mar**	**June**
	100%	100%	100%	100%

Strategy 31 Details	Reviews			
Strategy 31: Increase secondary Communities In School position to full time.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Meet the basic physical and emotional needs of all students. Provide additional student support with social and emotional learning **Staff Responsible for Monitoring:** Administration CIS	**Nov**	**Jan**	**Mar**	**June**
	100%	100%	100%	100%

Strategy 32 Details	Reviews			
Strategy 32: Students will develop competencies in the areas of: financial literacy, critical thinking/problem solving, real world connections, effective communication and emotional intelligence.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students will be equipped with the tools to tools to succeed in their choice of college, post-secondary training, and/or career post graduation. **Staff Responsible for Monitoring:** Admin All teachers Counselors **Title I:** 2.4, 2.5 - **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college	55%	75%	100%	100%

Strategy 33 Details	Reviews			
Strategy 33: Implement French Saturday School	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase learning opportunities for French I students. **Staff Responsible for Monitoring:** Admin World Language Director Teachers **Title I:** 2.4, 2.5, 2.6 **Funding Sources:** Teachers and light snacks - 211 - Title I, Part A - $350	**Nov**	**Jan**	**Mar**	**June**
	100%	100%	100%	100%
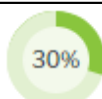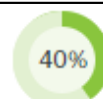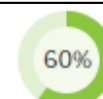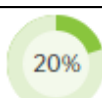
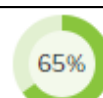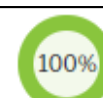| Strategy 34 Details	Reviews			
	Formative			**Summative**
Strategy 34: Apollo staff will participate in STAAR 2.0 training by Lead4ward Associate. We now know that the redesign of STAAR will require much more complex thinking for students.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Teachers will be equipped with knowledge of changes of instruction that are needed to ensure our students are prepared for STAAR 2.0. **Staff Responsible for Monitoring:** Admin and Instructional Coaches **Title I:** 2.4, 2.6 - **TEA Priorities:** Build a foundation of reading and math **Funding Sources:** - 211 - Title I, Part A - $5,500	N/A	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	
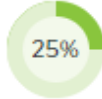
Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas.

    Evaluation Data Sources: AJH will achieve "Met Standard" for 2022-23 and meet or exceed Performance Growth Goals.

    Summative Evaluation: Some progress made toward meeting Objective

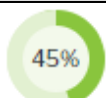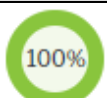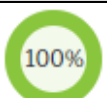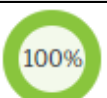| Strategy 1 Details	Reviews			
Strategy 1: Teachers will participate in daily PLCs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased performance as indicated in STAAR data, QSA data, and MAP data.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All core teachers	100%	100%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Utilize TRS resources and use the Instructional Design Template to guide lesson design in PLCs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: T-TESS data, observations will reflect usage of TRS and the instructional design template	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All teachers	70%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Utilize the 4 PLC questions to guide instructional decisions.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results, TELPAS results, Climate Surveys	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All Staff	30%	40%	60%	→

Strategy 4 Details	Reviews			
Strategy 4: Promote the Naviance computer program to increase parental and student awareness of college and career readiness.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Survey Results 9th grade registration in CTE	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselors	20%	65%	100%	→

Strategy 5 Details	Reviews			
Strategy 5: Enhance the use of GoGuardian.	**Formative**			**Summative**
Strategy's Expected Result/Impact: T-TESS data, STAAR data, Student Engagement Survey, School Climate Survey, Parent Survey **Staff Responsible for Monitoring:** All teachers	**Nov**	**Jan**	**Mar**	**June**
	60%	75%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Provide on-going technology specific professional development to ensure technology tools are meaningfully integrated into curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: School climate survey, student engagement survey, T-TESS data **Staff Responsible for Monitoring:** Central staff, Campus Administration and teacher experts	**Nov**	**Jan**	**Mar**	**June**
	20%	75%	100%	100%

Strategy 7 Details	Reviews			
Strategy 7: Use technology for the purpose of formative assessments (ie. Nearpod, Socrative, Kahoot, Quizlet, Padlet, Google Classroom)	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student engagement survey, local assessments, CBAs, school climate survey **Staff Responsible for Monitoring:** All teachers	**Nov**	**Jan**	**Mar**	**June**
	25%	65%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Coordinate and facilitate enrichment camps for all core subjects.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR/EOC Results **Staff Responsible for Monitoring:** Instructional Leadership Team	**Nov**	**Jan**	**Mar**	**June**
	20%	75%	100%	→

Strategy 9 Details	Reviews			
Strategy 9: Utilize data from MAP assessments to make instructional decisions about Tier 1 instruction, intervention and enrichment.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Performance assessment, QSA, STAAR TELPAS Results **Staff Responsible for Monitoring:** RLA, Math and Science **Title I:** 2.4, 2.6 -	**Nov**	**Jan**	**Mar**	**June**
	15%	45%	100%	100%

Strategy 10 Details	Reviews			
Strategy 10: Develop Accelerated Learning Plans for students who did not meet standard on STAAR will have an ALP and receive weekly acceleration. Teachers will progress monitor through Branching Minds.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: STAAR Results **Staff Responsible for Monitoring:** All Staff **Title I:** 2.4, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction - **Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	35%	100%	100%	100%

Strategy 11 Details	Reviews			
Strategy 11: Provide MAP education to parents and students to set goals for achievement.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Enhance student participation for the BOY, MOY and EOY MAP testing to provide solid data to make valid data driven instructions. **Staff Responsible for Monitoring:** All teachers, IC's and Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math	20%	70%	100%	100%

Strategy 12 Details	Reviews			
Strategy 12: Implement Academic Advisories to increase student achievement on STAAR.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Provide engaging learning experiences as students participate in accelerated instruction to earn compliance for HB4545. **Staff Responsible for Monitoring:** RLA/Math teachers, IC's and Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math	45%	100%	100%	100%

Strategy 13 Details	Reviews			
	Formative			**Summative**
Strategy 13: Implement 3 campus priorities: connection, Tier 1 instruction and growth for every student, every leader and every teacher.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student achievement to build STAAR 2.0 readiness for all students. **Staff Responsible for Monitoring:** Admin All teachers **Title I:** 2.4, 2.6	55%	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Profound curriculum is the foundation for learning.

    Evaluation Data Sources: AJH will achieve "Met Standard" for 2022-23 and meet or exceed Performance Growth Goals.

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Promote the Naviance Computer Program to increase parental and student awareness of college and career readiness.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Survey 9th grade CTE registration **Staff Responsible for Monitoring:** CCR Department Counselors	Nov	Jan	Mar	June
	15%	80%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Ensure that GT teachers have the initial 30 hours of GT Training or 6 hour update G/T training.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Certificates of Completion **Staff Responsible for Monitoring:** Teachers Central Staff Campus Admin	Nov	Jan	Mar	June
	35%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Increase the number of teachers who are AVID trained by 5%.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Number of AVID trained teachers.	Nov	Jan	Mar	June

Staff Responsible for Monitoring: Admin
 AVID Coordinator
 	
     Title I:
 2.5
  - **TEA Priorities:**
 Recruit, support, retain teachers and principals, Connect high school to career and college
  - **ESF Levers:**
 Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
	25%	55%	85%	→

Strategy 4 Details	Reviews			
Strategy 4: Increase course performance in advanced math classes for targeted student populations.	Formative			Summative
Strategy's Expected Result/Impact: STAAR Results, Algebra EOC Results	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Admin Math Teachers	35%	80%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: AJH will collaborate with the TXNSI to enhance math instruction.	Formative			Summative
Strategy's Expected Result/Impact: Student Survey	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Admin Math Teachers **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math	30%	65%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Encourage NJHS student participation in PSAT, Duke Tip, PSAT Camp and SAT prep.	Formative			Summative
Strategy's Expected Result/Impact: Increase student Masters ratings on STAAR.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Counselors	20%	65%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 3: Enhance Career & Technology (CTE) opportunities for students.

Evaluation Data Sources: % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); Brightbytes Survey Results (Identified Area of Increase)

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews		
Strategy 1: Promote and offer computer and technical engineering courses that lead to the possibility of CTE licensing and certification in high school with the opportunity for graduation endorsements. **Strategy's Expected Result/Impact:** Enrollment in high school CTE courses, Student Engagement survey, Technology Proficiency Assessement **Staff Responsible for Monitoring:** CTE teachers and counselors	**Formative**			**Summative**
	Nov	Jan	Mar	June
	30%	70%	100%	100%
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: Enhance literacy focus campus wide.

    Evaluation Data Sources: AJH will achieve "Met Standard" for 2022-23 and meet or exceed Performance Growth Goals.

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implementation of classroom libraries as well as Reading-Writing workshop to promote literacy.	**Formative**			**Summative**
Strategy's Expected Result/Impact: AJH will meet or exceed all Performance Growth Goals TTESS Walkthrough forms	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: English Dept **Title I:** 2.4, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction - **Additional Targeted Support Strategy**	20%	70%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Implement daily Everyday Edits into RLA to increase practice and mastery with revising and editing.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: RLA Teachers IC's **Title I:** 2.4, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction	25%	55%	100%	100%
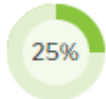
Strategy 3 Details	Reviews			

Strategy 3: Increase the amount of writing time in all classes through activities such as journaling, reflections, and explanations.
     Strategy's Expected Result/Impact: STAAR Results
     Staff Responsible for Monitoring: All teachers
	Formative			Summative

	Nov	Jan	Mar	June
	45%	75%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 5: Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences

Evaluation Data Sources: Campus will achieve "Met Standard" and meet identified Performance Growth Goals

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Attend TCEA conference to continue growth in technology integration.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student engagement and achievement.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration and teachers				
Funding Sources: - 211 - Title I, Part A - $4,500	30%	70%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Address 7th Grade Writing TEKS 7.19 (C) as outlined in the Lead4Ward Heat Map.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: English IC 7th Grade English Teachers	20%	75%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Address 8th Grade Math TEKS 8.3 (C), 8.4 (C), 8.5 (D), 8.5 (I), 8.7 (C), 8.8 (C), 8.10 (C), 8.12 (D) as outlined in the Lead4Ward Heat Map.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Math IC 8th Grade Math Teachers	25%	65%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Address ALG I TEK A.5 (C) as outlined in the Lead4Ward Heat Map.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Math IC ALG I Teachers	30%	65%	100%	100%
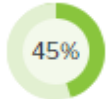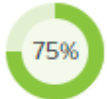
Strategy 5 Details		**Reviews**			
Strategy 5: 100% of Spanish 4 students will take the AP Spanish Exam.		**Formative**			**Summative**
Strategy's Expected Result/Impact: AP registration; AP Exam scores **Staff Responsible for Monitoring:** Spanish Teachers		**Nov**	**Jan**	**Mar**	**June**
		30%	65%	100%	100%

Strategy 6 Details		**Reviews**			
Strategy 6: Increase Advanced/GT/AP enrollment. retention and performance.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Student Enrollment. retention and performance of PreAP/GT/AP courses **Staff Responsible for Monitoring:** Counselors Admin All Teachers		**Nov**	**Jan**	**Mar**	**June**
		35%	100%	100%	100%

Strategy 7 Details		**Reviews**			
Strategy 7: Identify At-Risk 8th graders and hold quarterly conferences and complete a PGP.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Graduation Rates **Staff Responsible for Monitoring:** Counselors		**Nov**	**Jan**	**Mar**	**June**
		60%	90%	100%	100%

Strategy 8 Details		**Reviews**			
Strategy 8: Utilize the EdPuzzle learning platform to enhance students' learning experiences and increase engagement for all learners.		**Formative**			**Summative**
Strategy's Expected Result/Impact: QSAs, STAAR, TELPAS, MAP testing **Staff Responsible for Monitoring:** Core Teachers **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - 211 - Title I, Part A - $1,140		**Nov**	**Jan**	**Mar**	**June**
		30%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue
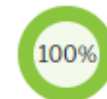
Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 6: Improve student performance by ensuring that all system safeguards are met.

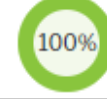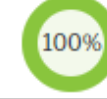   **Evaluation Data Sources:** AJH will achieve "Met Standard" for 2022-23 and meet or exceed Performance Growth Goals.

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Propose budget and apply for additional at-risk tutoring funds.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student Academic Growth **Staff Responsible for Monitoring:** Campus Admin	Nov	Jan	Mar	June
	45%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Promote vocabulary enrichment, higher order questioning, and visible learning strategies through PLCs and extended professional development.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR Results **Staff Responsible for Monitoring:** Instructional Coaches Curriculum Specialists	Nov	Jan	Mar	June
	40%	85%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Schedule a Parent-Teacher conference for each At-Risk 8th grader to set personal growth goals for the 2022-23 school year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR results Student Survey Parent Survey **Staff Responsible for Monitoring:** Counselors Administration All teachers	Nov	Jan	Mar	June
	30%	60%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Provide intervention activities for students who scored "Approaches" in all testing areas.	Formative			Summative
Strategy's Expected Result/Impact: Increase in percentage of student who score in the "Meets" criteria. **Staff Responsible for Monitoring:** All teachers ICs ADMIN	Nov	Jan	Mar	June
	30%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Provide enrichment activities for incoming 7th graders and 8th graders who scored at a "Mastery" level on the previous year's Math and Reading STAAR.	Formative			Summative
Strategy's Expected Result/Impact: STAAR Results **Staff Responsible for Monitoring:** Math IC Math Teachers	Nov	Jan	Mar	June
	35%	80%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Implement a staffing protocol to meet with students who have 5 or more un-excused absences.	Formative			Summative
Strategy's Expected Result/Impact: Attendance Rate	Nov	Jan	Mar	June
Staff Responsible for Monitoring: ADMIN Attendance Counselors **Title I:** 2.4, 2.6	35%	75%	100%	100%

Strategy 7 Details	Reviews			
Strategy 7: Increase indicators met for Asian population by 10% as shown in the system safeguard.	Formative			Summative
Strategy's Expected Result/Impact: STAAR Results	Nov	Jan	Mar	June
Staff Responsible for Monitoring: All staff	10%	100%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Ensure that 100% of 8th graders complete a Personalized Graduation Plan that includes a selected Pathway.	Formative			Summative
Strategy's Expected Result/Impact: Student and Parent Surveys	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Counselors	10%	45%	100%	100%

Strategy 9 Details	Reviews			
Strategy 9: Increase EB student achievement on TELPAS and STAAR.	Formative			Summative
Strategy's Expected Result/Impact: Increase passing rate of all standards for EB students and increase EB student that score "Advanced High" on TELPAS.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ESL teachers, IC's and admin **Title I:** 2.4, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **Targeted Support Strategy**	40%	75%	100%	100%

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 7: Improve student attendance rates by 5%.

    High Priority

    Evaluation Data Sources: Increase in daily attendance rate among all students. Monitor the A2A system to maintain proactive attempts to student attendance.

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 8: Improve outstanding "leavers" from 2021-22.

High Priority

Evaluation Data Sources: Decrease on the Leaver tracking report, verification to TRex.

Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 1: Hire certified, qualified staff from different cultural and ethnic backgrounds. Staff will be expected to commit to always learning, data driven instruction, facilitate engaging learning experiences, be reflective and ethical as well as have strong classroom management and culture.

   Evaluation Data Sources: Increase in diverse demographic representation in AJH hiring.

   Summative Evaluation: Some progress made toward meeting Objective
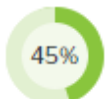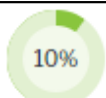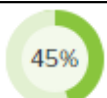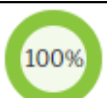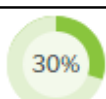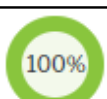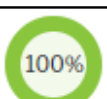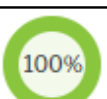
Strategy 1 Details		Reviews			
Strategy 1: Implement a screening and interviewing process that is equitable to all cultural and ethnic backgrounds.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Campus Staffing Statistics (AEIS Report) **Staff Responsible for Monitoring:** Administration		**Nov**	**Jan**	**Mar**	**June**
		30%	75%	100%	100%
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 3: We will recruit, retain and reward quality personnel.
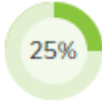
Performance Objective 2: Seek employee input and feedback to increase staff success and retention.

    Evaluation Data Sources: Increase in positive response rate of staff in focus group response and/or staff survey responses

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement "New Teacher Lunch" where the principal meets with new teachers (0-2 years experience) once a month to encourage open dialogue and maximize teacher retention. **Strategy's Expected Result/Impact:** Climate Survey **Staff Responsible for Monitoring:** Yolanda Gaither	**Formative**			**Summative**
	Nov	Jan	Mar	June
	45%	80%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Establish Mentor Mentee Mixers for bonding and support to increase teacher retention. Teacher turn-over rate shall be equal to or less than district average. **Strategy's Expected Result/Impact:** Climate survey **Staff Responsible for Monitoring:** Caroline Adams	**Formative**			**Summative**
	Nov	Jan	Mar	June
	10%	45%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Invite teachers to a brown-bag lunch round table discussion with the principal **Strategy's Expected Result/Impact:** Climate Survey **Staff Responsible for Monitoring:** Yolanda Gaither	**Formative**			**Summative**
	Nov	Jan	Mar	June
	10%	45%	100%	→

Strategy 4 Details	Reviews			
Strategy 4: Distribute weekly principal's Monday's Tidbits to staff in an effort to update and celebrate the campus initiatives such as PBIS, STEAM, and Technology Integration. **Strategy's Expected Result/Impact:** Climate survey **Staff Responsible for Monitoring:** Yolanda Gaither	**Formative**			**Summative**
	Nov	Jan	Mar	June
	30%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Administration will develop an "employer of choice" climate and culture.	**Formative**			**Summative**
Strategy's Expected Result/Impact: School Climate Survey **Staff Responsible for Monitoring:** Yolanda Gaither	Nov	Jan	Mar	June
	20%	45%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Create a T-TESS walk-through calendar to schedule a minimum of five walk-through forms per week and participate in PLCs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Eduphoria Data **Staff Responsible for Monitoring:** Administration	Nov	Jan	Mar	June
	20%	45%	100%	→

Strategy 7 Details	Reviews			
Strategy 7: Decrease turnover rate in order not to exceed district average of 17%.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff Survey Staff retention **Staff Responsible for Monitoring:** ADMIN	Nov	Jan	Mar	June
	5%	30%	100%	→

Strategy 8 Details	Reviews			
Strategy 8: Attend Fall ILT Retreat	**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey Staff Survey Student Achievement **Staff Responsible for Monitoring:** Apollo Instructional Leadership Team **Title I:** 2.4, 2.5, 2.6, 4.1 **Funding Sources:** Subsitutes - 211 - Title I, Part A - $910	Nov	Jan	Mar	June
	100%	100%	100%	100%
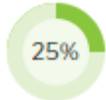
Strategy 9 Details	Reviews			
Strategy 9: Attend Spring ILT Retreat	Formative			Summative
Strategy's Expected Result/Impact: Parent Survey Staff Survey Student Achievement **Staff Responsible for Monitoring:** Apollo Instructional Leadership Team **Title I:** 2.4, 2.5, 2.6, 4.1 **Funding Sources:** - 211 - Title I, Part A - $770	Nov	Jan	Mar	June
	25%	40%	85%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue
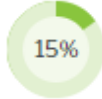
Goal 3: We will recruit, retain and reward quality personnel.
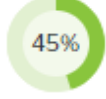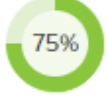
Performance Objective 3: Provide necessary professional development to successfully implement the 2023 vision

    Evaluation Data Sources: Increase in positive response rate by staff on professional development session evaluation responses

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			

Strategy 1: Use PLC planning times to create an environment of support for first-year and/or struggling teachers using the PLC model to increase teacher retention.
     Strategy's Expected Result/Impact: Climate survey
     Staff Responsible for Monitoring: All core teachers, school administration
	Formative			**Summative**

	Nov	Jan	Mar	June
	35%	60%	100%	100%

Strategy 2 Details	Reviews			

Strategy 2: Collaborate with the academic and elective teachers to develop strategies to ensure the success of : economically-disadvantaged students, LEP students, SPED students, 504 students, at-risk students, PreAP students, and socially-challenged students, as well as, other student groups through monthly Power Hour professional development sessions during PLC planning times
     Strategy's Expected Result/Impact: Climate survey, Student survey, Parent survey, STAAR data, MAP data
     Staff Responsible for Monitoring: Core teachers, school administration
	Formative			**Summative**

	Nov	Jan	Mar	June
	50%	80%	100%	100%

Strategy 3 Details	Reviews			

Strategy 3: Instruct and model for teachers on differentiated instruction strategies through Power Hour and staff meetings
     Strategy's Expected Result/Impact: Student survey, Climate survey, STAAR data, MAP data
     Staff Responsible for Monitoring: ILT, administration
	Formative			**Summative**

	Nov	Jan	Mar	June
	30%	50%	100%	100%

Strategy 4 Details	Reviews			

Strategy 4: Invite district ESL specialist to present ELPS and ESL instructional strategies during common planning times
     Strategy's Expected Result/Impact: STAAR data, TELPAS data
     Staff Responsible for Monitoring: Central ESL, school administration
	Formative			**Summative**

	Nov	Jan	Mar	June
	25%	65%	100%	→

Strategy 5 Details	Reviews			
Strategy 5: Implement ICTS for ELL students in all core areas.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR data, TELPAS data	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Jessica Rodriguez Sarah Correll	100%	100%	100%	→

Strategy 6 Details	Reviews			
Strategy 6: Provide staff with additional ESL specific professional development	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR data, TELPAS data	Nov	Jan	Mar	June
Staff Responsible for Monitoring: ILT, Central ESL	70%	100%	100%	100%

Strategy 7 Details	Reviews			
Strategy 7: Utilize Power Hour to provide ongoing professional development to teachers and staff in the use of the Positive Behavior Intervention & Supports (PBIS) and CHAMPS strategies.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Climate survey, Student survey, Parent survey **Staff Responsible for Monitoring:** Administration	15%	30%	70%	→

Strategy 8 Details	Reviews			
Strategy 8: Utilize Power Hour as an additional avenue to serve faculty and staff with specifically identified professional development.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Climate survey, Walk-through data, Teacher Survey, Teacher Self-Evaluations **Staff Responsible for Monitoring:** ILT	50%	75%	100%	100%

Strategy 9 Details	Reviews			
Strategy 9: Share CONNECTION celebrations from faculty at ILT and faculty meetings	**Formative**			**Summative**
Strategy's Expected Result/Impact: Climate survey	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Administration	50%	80%	100%	→

Strategy 10 Details	Reviews			
Strategy 10: New staff will complete Modules 1, 2, and 3 of the Dyslexia Training to increase awareness and enhance techniques/strategies in the classroom.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Parent Survey Student Survey **Staff Responsible for Monitoring:** All staff	20%	70%	100%	100%

Strategy 11 Details	Reviews			
Strategy 11: Utilize ELLevation each nine weeks to evaluate and collaborate on ideas for ESL student progress.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: STAAR scores TELPAS scores **Staff Responsible for Monitoring:** All teachers Brenda Martinez Jessica Rodriguez	50%	75%	100%	100%

Strategy 12 Details	Reviews			
Strategy 12: Utilize Digital Coach to provide technology integration support.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Teacher capacity and student engagement **Staff Responsible for Monitoring:** Jacob Dees	45%	75%	100%	100%

Strategy 13 Details	Reviews			
Strategy 13: Train all faculty and staff on "Every Child Every Day"	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Student engagement and achievement **Staff Responsible for Monitoring:** AVID State Coordinator All teachers and staff	100%	100%	100%	100%

Strategy 14 Details	Reviews			
Strategy 14: Provide planning retreat for ILT members in Spring of 2023	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Staff Survey Results Discipline Rates CTE course enrollment rates **Staff Responsible for Monitoring:** Principal Assistant Principals **Funding Sources:** Substitute payment - 211 - Title I, Part A - $770	10%	50%	80%	100%

Strategy 15 Details		Reviews		
Strategy 15: Facilitate T-TESS self rating, GROW Conference attendance, EdCamp, and Lunch-N-Learns to create a diverse options of professional development.		Formative			Summative
Strategy's Expected Result/Impact: Teacher Survey, Climate Survey **Staff Responsible for Monitoring:** All staff		Nov	Jan	Mar	June
		40%	75%	100%	100%

Strategy 16 Details		Reviews		
Strategy 16: Provide campus PD in all curricular areas supporting TRS/Lead4Ward		Formative			Summative
Strategy's Expected Result/Impact: STAAR Results **Staff Responsible for Monitoring:** Yolanda Gaither		Nov	Jan	Mar	June
		30%	85%	100%	100%

Strategy 17 Details		Reviews		
Strategy 17: Provide campus PD for staff to support students with disabilities via Power Hour.		Formative			Summative
Strategy's Expected Result/Impact: STAAR Results **Staff Responsible for Monitoring:** Erica Draper		Nov	Jan	Mar	June
		5%	50%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 1: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

Evaluation Data Sources: Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Provide campus safety updates via weekly Smore Newsletter, PTA website, and the PTA newsletter.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration PTA		30%	80%	100%	100%

Strategy 2 Details		Reviews			
Strategy 2: Provide campus updates and celebrations via Twitter		**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey Climate Survey		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Caroline Adams Administration Staff		30%	75%	100%	100%

Strategy 3 Details		Reviews			
Strategy 3: Identify and utilize campus surveys to develop campus goals		**Formative**			**Summative**
Strategy's Expected Result/Impact: Student, Parent, and Climate Surveys		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Instructional Leadership Team		15%	70%	100%	100%

Strategy 4 Details	Reviews			
	Formative			Summative
Strategy 4: Use teacher website platforms as a portal to access current assignments, class information, and announcements in addition to other modes of parent communication. Examples include Google sites, Weebly, Twitter, Remind, Talking Points, etc.	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Pass/Failure rates (Parent survey, student performance) **Staff Responsible for Monitoring:** All teachers LITE-- Lyna Gonzalez Twitter Manager - Caroline Adams	25%	80%	100%	100%

Strategy 5 Details	Reviews			
	Formative			Summative
Strategy 5: Utilize the Smore Newsletter to inform students and parents of weekly activities and Panther News including a transcribed version that will be posted on the school website. Smore Newsletters are sent in both English and Spanish.	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Parent survey, Student survey **Staff Responsible for Monitoring:** Brenda Martinez	10%	80%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 2: Survey parents every other year to obtain input and feedback. Utilize feedback to improve parent perceptions.

    Evaluation Data Sources: Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize Google forms to obtain parent feedback on various school events.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey **Staff Responsible for Monitoring:** Administration	**Nov**	**Jan**	**Mar**	**June**
	15%	75%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Offer parent surveys during during school events to solicit parental voice.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey **Staff Responsible for Monitoring:** Administration Caroline Adams	**Nov**	**Jan**	**Mar**	**June**
	25%	60%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 3: Increase links between home and school by providing systemic opportunities for parent and student engagement

> **Evaluation Data Sources:** Increase in positive response rate of staff in focus group response and/or staff survey responses

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

Strategy 1 Details	Reviews			
Strategy 1: Increase PTA Enrollment by offering the Early Bird Special during May of the previous school year. Maintain faculty membership at 100% and increase student membership.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Climate Survey **Staff Responsible for Monitoring:** Yolanda Gaither	100%	100%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Hold a Parent Expo with breakout sessions addressing School Safety, Social Media Safety, Parent Technology, and Understanding the Adolescent Brain.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Student Survey Staff Survey Parent Survey **Staff Responsible for Monitoring:** All admin All ICs Partnering UTD Professor	N/A	70%	100%	100%

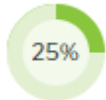| Strategy 3 Details	Reviews			
Strategy 3: Provide an opportunity for students to give input to the faculty and staff via the Principal's Advisory Committee regarding their perception of academic rigor in their classes.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Student Engagement Survey **Staff Responsible for Monitoring:** Central Content Specialists Yolanda Gaither -- Principal Brenda Martinez -- Assistant Principal Leonard Braxton -- Assistant Principal	N/A	45%	55%	→
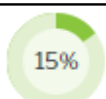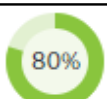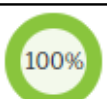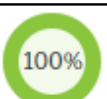
Strategy 4 Details	Reviews			
Strategy 4: Utilize "Voly" so parents can track volunteer hours to on campus and to chaperone field trips.	Formative			Summative
Strategy's Expected Result/Impact: Parent Survey **Staff Responsible for Monitoring:** PTA Front Office Staff ADMIN	Nov	Jan	Mar	June
	40%	75%	100%	100%

0% No Progress		100% Accomplished		→ Continue/Modify		✕ Discontinue	

Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 4: Increasing links between home and school, fostering a partnership in student growth.

    Evaluation Data Sources: Increase in positive responses of current stakeholders

    Summative Evaluation: Some progress made toward meeting Objective

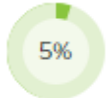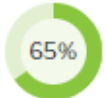| Strategy 1 Details	Reviews			
Strategy 1: Promoting various forms of communication (e.g. Remind, Twitter, News You Can Use, Talking Points, etc) for parental connection.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Parent/Student Survey **Staff Responsible for Monitoring:** All staff	25%	85%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Utilize and promote the use of the Focus system for effective parent communication.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Pass/Failure rates
    (Parent survey, student performance)
    Staff Responsible for Monitoring: All teachers
 	
    LITE-- Lyna Gonzalez
 	
    Twitter Manager - Caroline Adams
	20%	65%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Increase community awareness involvement with Apollo through but not limited to email, publications, parent connect and open houses. Present Apollo to community through Apollo Parent Academy, Virtual Open House, and Spanish 4 Parent Meeting.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Parent survey, Student survey, extracurricular enrollment **Staff Responsible for Monitoring:** All staff, students, and PTA, Yolanda Gaither, Jack Nelson, Brenda Martinez, Leonard Braxton	15%	80%	100%	100%
0% No Progress 100% Accomplished ➡ Continue/Modify ❌ Discontinue				

Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 1: Create enrichment opportunities for students, staff, and stakeholders to enhance the Berkner Learning Community mission.

    Evaluation Data Sources: Increase the number of learning opportunities that fall outside the traditional realm of funding.

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide learning experience for all 8th graders at the Perot Museum in the Spring of 2023.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR results	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ILT Yolanda Gaither **Funding Sources:** Substitutes, Transportation - 211 - Title I, Part A - $2,700	5%	65%	65%	→

Strategy 2 Details	Reviews			
Strategy 2: Identify and apply for grants for campus needs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student achievement and teacher professional development opportunities.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin IC's **Title I:** 2.4, 2.5 - **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college	5%	65%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 2: Ensure all faculty and staff are knowledgeable of properly handling resources for campus.

    Evaluation Data Sources: Climate Survey Data

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Develop a plan to ensure all employees receive training on proper money handling procedures etc. in fall and spring.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Proper procedures to ensure fiscal responsibility. **Staff Responsible for Monitoring:** Admin Executive Assistant	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 2 Details	Reviews			
Strategy 2: Ensure all staff who directly order/receive good are aware of proper procurement procedures.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase accountability of district resources. **Staff Responsible for Monitoring:** Admin	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Ensure expenditures support student outcomes, teacher morale/retention.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student achievement and decrease in teacher turnover rate. **Staff Responsible for Monitoring:** Admin IC's **Title I:** 2.4, 2.5 **- TEA Priorities:** Recruit, support, retain teachers and principals	Nov	Jan	Mar	June
	15%	70%	100%	100%
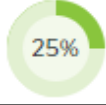
Strategy 4 Details	Reviews			

Strategy 4: Provide training and support for all support staff processing PO's, sub payment, to ensure staff are following proper policies and procedures.
    Strategy's Expected Result/Impact: Climate Survey Increase
    Staff Responsible for Monitoring: Admin
	Formative			Summative

	Nov	**Jan**	**Mar**	**June**
	35%	70%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue
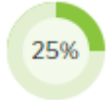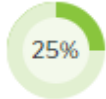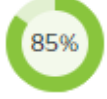
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 1: Provide a safe, comfortable, and well-maintained environment at all campuses

Evaluation Data Sources: Increased positive response rate from internal and external stakeholders in focus group and/or survey responses; decrease in # of campus referrals for ISS, OSS and DAEP

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Communicate clearly to the staff the procedure for submitting work orders regarding textbooks, cafeteria management, custodial operations, technology support, building repairs, and instructional resources.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Campus Climate Survey		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Instructional Technologist Custodial Management		30%	60%	100%	100%

Strategy 2 Details		Reviews			
Strategy 2: Implement quarterly monitoring of CIP during ILT meeting - Nov. 18, Jan 27, March 31, and June 9.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation of CIP strategies		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ILT		20%	80%	90%	100%

Strategy 3 Details		Reviews			
Strategy 3: Communicate safety drills through the weekly Smore Newsletter "News You Can Use" call/text message.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Parent Survey		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin		25%	65%	100%	100%

Strategy 4 Details	**Reviews**			
Strategy 4: Perform monthly safety drills.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student Survey	**Nov**	**Jan**	**Mar**	**June**
Teacher Survey Parent Survey **Staff Responsible for Monitoring:** Admin **Title I:** 4.1	25%	75%	100%	100%

Strategy 5 Details	**Reviews**			
Strategy 5: Perform "I Know What to Do" days to increase staff and student confidence in emergency situations in October, December, February and April.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student Survey Staff Survey Parent Survey **Staff Responsible for Monitoring:** Admin SRO	25%	65%	100%	100%

Strategy 6 Details	**Reviews**			
Strategy 6: Engage students, staff, and community in the LiveWise LiveHealthy campaign to increase student wellness.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student Survey	**Nov**	**Jan**	**Mar**	**June**
PBIS Data Teen Screen **Staff Responsible for Monitoring:** All staff	20%	50%	100%	100%

Strategy 7 Details	**Reviews**			
Strategy 7: We will adhere to a district wide cellphone and dress code policies that will ensure cell phones and clothing will not interfere with instructional time or learning.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student Survey Parent Survey Climate Survey **Staff Responsible for Monitoring:** Admin All staff	25%	85%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Create a system to ensure all visitors are Raptor'd upon entrance to the building.	Formative			Summative
Strategy's Expected Result/Impact: Student Survey Parent Survey Climate Survey **Staff Responsible for Monitoring:** Admin All Staff **Title I:** 4.1	Nov	Jan	Mar	June
	45%	80%	100%	100%

Strategy 9 Details	Reviews			
Strategy 9: Implement Safety Week (August 29- September 2) where we conducted Evacuate, Hold and Secure, Lockdown, Shelter in Place and Fire Drills.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Student Survey Parent Survey Climate Survey **Staff Responsible for Monitoring:** All Staff	100%	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

State Compensatory

Budget for Apollo Junior High School

Total SCE Funds: $0.00
Total FTEs Funded by SCE: 2.6
Brief Description of SCE Services and/or Programs

Personnel for Apollo Junior High School

Name	Position	FTE
Gonzalez, Alejandra	Dyslexia Teacher	1
Goud, Sarah	Instructional Coach	0.6
Pacheco, Samantha	Aide I	1

Title I Personnel

Name	Position	Program	FTE
Caroline Adams	IC	Title I Parent Liaison	Stipend
Caroline Adams	Instructional Coach	STEAM	1.0
Regina Young-Watkins	Instructional Coach	ELAR/ SS	1.0