

Richardson Independent School District
Liberty Junior High School
2022-2023 Campus Improvement Plan



Mission Statement

The mission of Liberty Junior High is to ensure ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by

- **a welcoming and accepting climate**
- **a safe, innovative, and adaptive environment**
- **a supportive, collaborative, and invested culture among students, staff, families, and community**

Vision

All students at Liberty Junior High will connect, learn, grow and succeed.

VALUES

Respectfulness-Involvement-Safety-Encouragement

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Liberty is composed of a diverse population of nearly 600 7th and 8th-grade students. We are a school whose student population has seen a decrease from the mid to low 600s, to our recent population size of 595. We are near 80% Economically Disadvantaged. Our Hispanic population, our largest student subpopulation group, has nearly doubled over the last ten years and is 40%. Our African American population is our second largest student group with a population size of over 34% which has slightly decreased over the last few years. Our Asian and student group has risen slightly to 14%, while our White population remains our smallest student groups, at 11%. Our ELL student population has increased to 28%. Students in Special Education has increased from the year prior from 16% to 18%. Our attendance rates for all student groups has increased from 96% to 98%. Liberty Junior High values a diverse student population and welcomes the opportunity to engage all students in a rigorous STEM curriculum.

Student Achievement

Student Achievement Summary

Liberty Junior High performed significantly lower than the state and district average in the Approaching, Meets and Master categories for all tests. 7th grade Math and Writing both show the lowest performance success, with Math scores at 42% and Writing achievement at 45% for all student groups. Our students coded Economically Disadvantaged, ELL, and Sped also struggled with reading and writing. Special Education student performance is a concern in all content areas.

School Culture and Climate

School Culture and Climate Summary

Students at Liberty generally enjoy coming to school each day. They believe that the school is safe and supportive. Improvement can be made in the areas of culture and climate, and interactions between students. This will be addressed through continued implementation of Positive Behavior Intervention Support (PBIS). There is still a need to increase school pride, student engagement and self-perspective as a scholar. Increased coordination of school events such as pep rallies, School Awards Ceremony, Athletic Banquet and Academic events will be key to celebrating our students. More than two-thirds of our student body is involved in extracurricular activities. We will continue to connect students to school outside of academics which will also positively impact school attendance.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Liberty Junior High had an increased teacher turnover with a 30% teacher attrition rate. Recent retirements, promotions, and the desire to work elsewhere has led to some higher than expected staff turnover. Liberty continues to help connect teachers into the school and district by providing them with mentor and instructional support. We will also implement the Richardson Promotes Mentoring program (RPM) for year 0 and year 1 teachers. We also have a buddy assigned to seasoned teachers that are new to our school. When interviewing new teachers or staff, we use the RISD Teacher Profile to develop our questions. We use a panel of interviewers and make a team decision for a best fit candidate. We make sure that teachers receive the support they need, especially in terms of professional learning. We are diligent to provide training in strong first time instruction and classroom management as this was an area cited by teachers as in need of greater support.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Liberty JH implements the district curriculum and assesses student progress through normative assessments such as the Beginning, Middle and End of Year MAP test. Liberty also uses data collected from formative and summative assessments. Teachers plan and use data from assessments in their PLCs to implement learning experiences that incorporate Lead4ward resources and strategies. Data indicates a need for continued improvement in the delivery of instruction to English Language Learners and students with disabilities. Liberty will train staff on the TRS system and use of Schoology. In addition, Liberty will continue to utilize instructional coaches and central level specialists to support the implementation of instruction. We will continue to utilize our digital coach in order to create digital learning opportunities for students and teachers.

As a leadership team, we have also identified the need for highly structured professional learning communities targeted on the four PLC questions of:

What do we want our student to know?

How do we know that they know it?

What do we do if they do not know it?

What do we do when they do know it?

Parent and Community Engagement

Parent and Community Engagement Summary

Liberty will continue to improve the relationships between home and school. There was not an active PTA at the end of the 2021-2022 school year. Liberty JH will continue to grow our PTA to support an increase in parent and student PTA membership, outreach, and involvement on campus. We will encourage students and parents to get involved at Liberty and help communication efforts through Twitter, Facebook, Remind, and our Patriot Press bi-weekly newsletter accessed through email. As a Title 1 campus, we will provide parent involvement night and have topics of interest that relate to their kid's lives.

School Context and Organization

School Context and Organization Summary

Liberty JH goals align with the district belief of every teacher, leader, and child everyday. Liberty will support this goal by building meaningful relationships between administration and staff, staff and students, and between the school and our community. We realize that it is through this collaboration that we will achieve our common goal of student success.

Liberty remained focused on continued GROWTH for all students and staff. As a campus, Liberty is on the RISE. Patriots will be accountable to each other through respect, involvement, safety, and encouragement. All Patriots will grow in these areas.

We will show RISE through Respect

We will be Involved.

We will keep each other Safe.

We will Engage in positive was with one another.

Technology

Technology Summary

Technology integration is an important component of student learning at Liberty Junior High. Liberty JH has 1:1 access to devices for students. The use of our interactive whiteboards should give teachers and students additional opportunities for more hands-on learning. Additionally, Liberty Junior High utilizes our Digital Learning Coach for on-campus support with technology integration in order to help embed technology into Professional Learning Communities and in lesson designs.

Goals

Revised/Approved: December 2, 2022

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: Liberty Junior High will implement initiatives to support students' academic and emotional intelligence growth in alignment with the Graduate Profile to include financial literacy, critical thinking/ problem solving, real world connections, effective communication, and emotional intelligence.

High Priority

Evaluation Data Sources: STAAR Spring Data









MAP Beginning, Middle and End of Year data









TELPAS









Increased attendance













Reduction in Fall 2022 semester discipline referrals and referrals to CMLC when compared to Fall 2021 discipline data.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Increase the quality of lesson planning and lesson delivery by strategic training and on-going support of effective professional learning communities to ensure rigorous and engaging tier 1 instructional practices in all classrooms. Strategy's Expected Result/Impact: Increased student achievement as measures by STAAR, MAP and TELPAS Increased differentiated instruction decrease in student discipline infractions. Staff Responsible for Monitoring: Campus Administration Instructional Coaches Instructional Leadership team all teachers Title I: 2.4, 2.5, 2.6, 4.1 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Effectively Train our teachers on differentiated instruction and small group instruction through beginning of year and on-going professional learning to target students' personalized academic and social/ emotional needs. Strategy's Expected Result/Impact: Reduction in the number of discipline referrals, on- campus fights and the number of students referred to CMLC. Staff Responsible for Monitoring: administrators, LIFT team, IL Team, teachers and staff Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Coordinate with counselors Suicide Prevention Week Training and advisory lessons for students. Inform parents of proposed training. Strategy's Expected Result/Impact: Increased awareness of suicide prevention strategies to help students identify suicidal risk factors. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement weekly digital literacy lessons into weekly Advisory class topics. Strategy's Expected Result/Impact: Increased awareness digital literacy strategies and safety. Staff Responsible for Monitoring: Administrator Digital Coach Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
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Strategy 5 Details		Reviews			
Strategy 5: Teachers will coordinate and advertise opportunities increase extra-curricular participation in after school clubs, TAME (Texas Association of Minority Engineers), cheerleading, athletics, band, choir, mariachi, etc... Strategy's Expected Result/Impact: Increased participation and pride in school and school involvement. Staff Responsible for Monitoring: Administrators Teachers Title I: 2.4, 2.5, 2.6, 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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Strategy 6 Details		Reviews			
Strategy 6: Liberty JH will increase the AP participation rate by informing parent and students of AP requirements and long term implications and benefits of Advances Placement coursework. Strategy's Expected Result/Impact: Increased participation rate among all student groups in the AP exams. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Teams AP teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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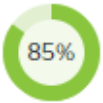

Strategy 7 Details	Reviews			
Strategy 7: Educate community and students on CTE pathways and encourage participation; including obtaining CTE licensing and certification Strategy's Expected Result/Impact: Liberty JH will increase the CTE Pathway participation rate by informing parent and students of CTE Pathway requirements and long term benefits to college and career readiness. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Teams AP teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Liberty students will participate in Berkner STEM events and personal graduation plan meetings. Strategy's Expected Result/Impact: Students will be acclimated to a smooth transition to Berkner High School's graduate pathways. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
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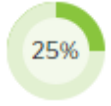



Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









Performance Objective 2: Ensure fidelity to AVID and STEM focused curriculum for all students to support quality first time instruction for all students.









High Priority









Evaluation Data Sources: STAAR Spring Data
MAP Beginning, Middle and End of Year data
TELPAS
Increased attendance
Walkthrough and formal observations will reveal implementation of AVID and STEM/ PBL focused strategies such as WICOR, collaborative and hands on learning opportunities in > 80% of classroom observations fir the Fall and Spring semester.









Strategy 1 Details	Reviews			
	Formative			Summative
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<p>Strategy 1: Restructure Professional Learning Communities to engage teachers in collaborative planning around the 4 PLC Questions: What do we want students to know?, How do we know that they know it?, What do we do when they don't know it, What do we do if they do know it? In addition, the PLC Lesson Planning framework embeds targeted focus on AVID/ STEM instructional strategies.</p> <p>Strategy's Expected Result/Impact: Increased student engagement, deeper rigor in lesson planning and lesson delivery STAAR Spring Data MAP Beginning, Middle and End of Year data TELPAS Increased attendance Walkthrough and formal observations will reveal implementation of AVID and STEM/ PBL focused strategies such as WICOR, collaborative and hands on learning opportunities in > 80% of classroom observations fir the Fall and Spring semester.</p> <p>Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers</p> <p>Title I: 2.4, 2.5, 2.6, 4.1 - 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 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>				

Strategy 2 Details	Reviews			
<p>Strategy 2: Create system to visit, calibrate and coach Avid and Science teachers to frequently support and increase implementation of AVID and PBL support during tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Increased student engagement, deeper rigor in lesson planning and lesson delivery STAAR Spring Data MAP Beginning, Middle and End of Year data TELPAS Increased attendance Walkthrough and formal observations will reveal implementation of AVID and STEM/ PBL focused strategies such as WICOR, collaborative and hands on learning opportunities in > 80% of classroom observations fir the Fall and Spring semester.</p> <p>Staff Responsible for Monitoring: Administration Instructional Coaches Instructional Leadership team</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- 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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Liberty JH will provide a consistent implementation of discipline management plan; strategies to inform staff of discipline process. Strategy's Expected Result/Impact: Increase understanding of discipline protocol and action steps teachers and support staff are to take to create efficient and effective school wide systems to support classroom management. Staff Responsible for Monitoring: Administrator Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Social Emotional Wellness training and information sessions for students. Strategy's Expected Result/Impact: We will see an increase in counselors' time to connect with students. Staff Responsible for Monitoring: Administrators counselors Title I: 2.4, 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details		Reviews			
Strategy 5: Liberty JH will train teachers and coordinate an effective health program for our students, such as healthy meal focus and fit lifestyle lessons. Strategy's Expected Result/Impact: Increased awareness and participation in campus and district offered health program initiatives. Staff Responsible for Monitoring: Administrators Counselors Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 6 Details		Reviews			
Strategy 6: Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Completion of monthly drills as determined by district and state guidelines and protocols for safety drill reporting. Staff Responsible for Monitoring: Administrators AP over Safety and Security Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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Strategy 7 Details	Reviews			
Strategy 7: Monitor student data reports in an effort to monitor immunization compliance of the student body. Strategy's Expected Result/Impact: Increase in the percentage by 10% in the number of students who are immunized compliant. Staff Responsible for Monitoring: Administrators Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Suicide/Substance Abuse Prevention and Intervention training for all faculty and staff. Strategy's Expected Result/Impact: Increased awareness and prevention rate among student groups. Staff Responsible for Monitoring: Administrators Counselors Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<p>Strategy 9: Liberty JH will create a pathway to equitable representation in our GT program by training teachers on the identifying markers for student identification.</p> <p>Strategy's Expected Result/Impact: Increased participation and embedded classroom support for GT students.</p> <p>Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team GT teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- 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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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 3: Implement activities at Liberty Junior High in order to support students' academic and emotional intelligence growth in alignment with the PBIS, including CHAMPS, restorative circles, social contracts, and student and teacher rewards and incentives.









High Priority









HB3 Goal









Evaluation Data Sources: Increased attendance
Reduction in Fall 2022 semester discipline referrals and referrals to CMLC when compared to Fall 2021 discipline data.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Collaboratively plan for and design and train all teachers and staff on our campus-wide plan for Positive Behavioral Interventions and Support. Strategy's Expected Result/Impact: Increased attendance Reduction in discipline referrals and CMLC Increased student participation in events and activities Staff Responsible for Monitoring: Campus Administration PBIS Committee Instructional Leadership Team Teachers and Staff 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Create a Master Schedule of PBIS aligned schoolwide student, parent and community events to support PBIS and CHAMPS strategies in order to assist in creating a structured and positive school climate. Strategy's Expected Result/Impact: Increased student attendance Increased student and parent participation in community events Reduction in discipline referrals and CMLC Increased student participation in events and activities Staff Responsible for Monitoring: Administrators Instructional Leadership Team Teacher Title I: 2.4, 2.5, 2.6, 4.1 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Training and systems of support to prevent bullying and harassment. Strategy's Expected Result/Impact: Decreased reports of bullying and harassment Staff Responsible for Monitoring: Administrators Counselors Instructional Leadership Team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details		Reviews			
Strategy 4: Liberty Junior High will communicate plan to inform parents of bullying incidents and inform parents of anti-bullying programs and student services. Strategy's Expected Result/Impact: Decreased occurrences of student bullying incidents. Staff Responsible for Monitoring: Administrators Counselors Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: Liberty JH will provide a consistent implementation of discipline management plan; strategies to inform staff of discipline process. Strategy's Expected Result/Impact: Consistent strategies to address discipline management issues. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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Strategy 6 Details	Reviews			
Strategy 6: Liberty Junior High will train and implement a Teen Screen at the 6th, 7th and 9th grade levels. Strategy's Expected Result/Impact: Increased awareness and participation of Liberty JH 7th grade students to the 7th grade Teen Screen program. Staff Responsible for Monitoring: Administrators Counselors Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: We will guarantee that all students will perform at or above grade level.









Performance Objective 1: Increase overall student academic achievement as measured by STAAR from 56% of students at approaches grade level to 73% to ensure an aligned and viable written, taught and assesses curriculum at all grade level and in all subjects.









High Priority









HB3 Goal









Evaluation Data Sources: STAAR Data (73% of students approach mastery overall)
MAP Data will be used as a continuous assessment measure









Strategy 1 Details	Reviews			
Strategy 1: Identify high-priority TEKS across all tested content areas through ongoing PLCs and data analysis. Strategy's Expected Result/Impact: Increased student performance on STAAR at the approaches standard. <ul style="list-style-type: none">- Science will increase to 75%- Math will increase to 72%- Reading will increase to 78%- Social studies will increase to 75% Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 <ul style="list-style-type: none">- 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction- Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Liberty JH will implement ongoing training of TRS/Lead4ward/PLC; monitor implementation. Strategy's Expected Result/Impact: Informed decision making as teachers collaboratively plan for quality first time instruction and targeted intervention Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Liberty JH will train teachers and support staff on strategies to increase overall Approaches and Meets performance of Student Populations. Strategy's Expected Result/Impact: Teacher will effectively implement strategies to engage Special Education populations in quality first time instruction that is fun and engaging. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Use platforms such as RTI/MTSS/Branching Minds to determine students' tiered level of instructional support. Strategy's Expected Result/Impact: Increased number of students at the overall Meets level on MAP projections and STAAR actual results. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Increase number of students moving from Approaches to Meets and Masters in all tested areas. Strategy's Expected Result/Impact: Overall rating of the Liberty Junior High will increase from NR to a B. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details		Reviews			
Strategy 6: Liberty JH will host and Math and Literacy Open House to increase improve overall student achievement in these targeted instructional areas. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 7 Details		Reviews			
Strategy 7: Liberty Junior High will hire a MTSS Interventions tutor for targeted intervention support for our Tier 3 in Academics and Discipline. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					





Strategy 8 Details		Reviews			
Strategy 8: Implement AVID organizational strategies to increase overall student performance and growth on the STAAR assessments. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 9 Details		Reviews			
Strategy 9: Teachers will participate in daily PLCs. Strategy's Expected Result/Impact: Increased performance as indicated by STAAR data, MAP data other relevant formative assessment data. Staff Responsible for Monitoring: Principals Instructional Coaches Instructional Leadership Team All Core teacher 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					









Strategy 10 Details		Reviews			
Strategy 10: Students will receive MTSS tiered intervention support through Advisory time which will be tracked through Branching Minds. Strategy's Expected Result/Impact: Increased student performance on STAAR and other assessment measures. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: Identify and create plan for continued implementation of high priority campus goals of effective professional learning communities to ensure rigorous and engaging tier 1 instructional practices in all classrooms.

- High Priority**
- HB3 Goal**
- Evaluation Data Sources:** Increase in the level of T-TESS performance ratings in walkthroughs and formal teacher evaluations.
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Create systems for professional learning communities and professional learning to ensure rigor and engagement in first time instruction. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Liberty JH will train and implement strategies aligned to TXSNI to support increased student achievement for all student population groups. Strategy's Expected Result/Impact: Increased Meets and Masters performance rating for all Liberty JH for all student population groups. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Core Content teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

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

Performance Objective 3: Increased student performance on STAAR at the approaches standard.






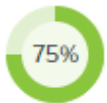


- Math will increase to 72%


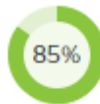










High Priority

HB3 Goal

Evaluation Data Sources: Implementation of quality tier 1 Math Instruction such as differentiated math groups, use of manipulatives, individualized dry erase boards.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Liberty JH will increase the student participation rate in 8th grade and Algebra 1 coursework and MAP assessment. Strategy's Expected Result/Impact: Increased STAAR projections numbers to provide targeted intervention for a great number of students. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Accelerated Learning Plans; provide specificity of days, times, materials used	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Liberty JH will increase the number of students moving from approaching to growth in all areas. Strategy's Expected Result/Impact: Increase number of students at the Meets and Masters level Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Liberty JH will offer Saturday School for students in need of targeted instruction. Strategy's Expected Result/Impact: Engaging, hands-on instructional strategies offered each Saturday starting October 15. Staff Responsible for Monitoring: Administration Instructional Coaches Math and Reading Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 4: Increased student performance on STAAR at the approaches standard.





- Science will increase to 75%









High Priority

HB3 Goal

Evaluation Data Sources: Science STAAR performance Data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Liberty JH will implement effective Accelerated Learning Plans; provide specificity of days, times, materials used Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Naviance utilization & implementation plan for both students, CCC, and counselors Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading and Math Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 5: Increased student performance on STAAR at the approaches standard.





- Reading will increase to 78%









High Priority

HB3 Goal

Evaluation Data Sources: STAAR Reading results
MAP Reading RIT scores
Increased quarterly Reading grades

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Liberty JH will implement accelerated learning plans for Tier 3 students. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Reading Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 2 Details		Reviews			
Strategy 2: Liberty JH students will each have a double block RLA schedule. Strategy's Expected Result/Impact: Daily RLA focus district aligned curriculum, rigorous and engaging reading strategies. Staff Responsible for Monitoring: Administration Instructional Coaches RLA teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 6: Increased student performance on STAAR at the approaches standard.









-Social Studies will increase to 78%

High Priority

HB3 Goal

Evaluation Data Sources: Increased number of students who score in the Meets and Masters level on the STAAR test in Social Studies





Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details		Reviews			
Strategy 1: Train teachers on effective instructional tier 1 strategies for Social Studies instruction. Strategy's Expected Result/Impact: Increased number of students who score in the Meets and Masters level on the STAAR test in Social Studies. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
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		 Discontinue			

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

Performance Objective 7: Liberty JH will increase AP/GT enrollment, retention, and performance

- High Priority**
- HB3 Goal**
- Evaluation Data Sources:** AP course enrollment increase
GT identification increase
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Liberty JH will train teacher on GT and AP identification and instructional best practices to increase the number of students enrolled. Strategy's Expected Result/Impact: Increased participation of students in AP and GT courses. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Liberty JH will provide GT Professional Dev. Hours & Certification hours (foundational -30 hours/update - 6 hours) Strategy's Expected Result/Impact: Increased frequency of effective Gifted and Talented strategies in GT classes Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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









Performance Objective 8: ELL's will meet all passing standards in Reading, Writing, and Speaking

High Priority

HB3 Goal

Evaluation Data Sources: Liberty JH teachers will be trained in effective Emergent Bilingual and Seven Steps EL Strategies that are effective for all learners.





Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: Campus administrators and instructional coaches will engage in Learning Walks to focus on EB strategies that will increase rigor and student engagement for all students.</p> <p>Strategy's Expected Result/Impact: Instructional Coaches and administrators will model best ESL/ EB instructional strategies such as sentence stems and vocabulary word webs coaching and feedback.</p> <p>Staff Responsible for Monitoring: Campus administrators Instructional Coaches ESL ILT Lead</p> <p>Title I: 2.4, 2.5, 2.6, 4.2</p> <p>- 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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				













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

Performance Objective 9: Liberty Junior High will increase student attendance rate to 98%.

- High Priority
- HB3 Goal
- Evaluation Data Sources: Quarterly Attendance Report
- Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
	Formative			Summative
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<p>Strategy 1: Liberty JH will track attendance by advisory to create PBIS systems of weekly attendance goals to earn Advisory class competitions.</p> <p>Strategy's Expected Result/Impact: Increase daily attendance.</p> <p>Staff Responsible for Monitoring: Administrators Attendance AP Attendance Secretary Advisory Teachers</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- 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</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>				

Strategy 2 Details	Reviews			
Strategy 2: Liberty JH will coordinate with attendance committee to create a plan to identify and connect to our Level families. Strategy's Expected Result/Impact: Level student numbers will decrease. Staff Responsible for Monitoring: Administrators PEIMS Clerk Attendance Committee Members 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Liberty JH will hold student and parent information sessions for National Merit Scholars. Strategy's Expected Result/Impact: Increase in the interest and acceptance into the National Merit Scholar program. Staff Responsible for Monitoring: Administrators Counselors Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 4 Details		Reviews			
Strategy 4: Liberty JH will ensure a rigorous and engaging curriculum to prepare students for PSAT/ ACT/ TSI performance. Strategy's Expected Result/Impact: Increased achievement results on the PSAT/ ACT/ TSI exams. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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Strategy 5 Details		Reviews			
Strategy 5: Students will develop competencies in the areas of financial literacy, critical thinking/problem solving, real world connections, effective communication and emotional intelligence. Strategy's Expected Result/Impact: Students will be equipped with the tools to success in their choice of college, post secondary training, and/ or career post graduation. Staff Responsible for Monitoring: Administration Counselors Instructional Leadership Team All teachers 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

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





Performance Objective 1: Research and implement innovative practices to increase employee retention.









High Priority









HB3 Goal

Evaluation Data Sources: Climate and Culture Surveys
Mentor/ Mentee Satisfaction Surveys
Employee Retention

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Create and implement a new teacher support program, including, on-boarding, sessions, mentoring and quarterly check-ins. Strategy's Expected Result/Impact: High rating in support and mentorship as measured through campus level google form surveys sent to our new to campus teachers at the end of each quarter. Staff Responsible for Monitoring: Baird, Yao, Wilson, Woyewodzic Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Liberty JH will continue to provide campus PD in all curricular areas supporting TRS/Lead4ward Strategy's Expected Result/Impact: Increased performance in the Meets and Masters level in projected MAP scores and the STAAR test. Increased rigor and engagement in tier 1 instruction Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Liberty JH will increase parental involvement in PTA, Instructional Events such as Open House and STEM Nights, and extracurricular activities Strategy's Expected Result/Impact: Increased satisfaction and ratings related to strong communication in district parent surveys. Increased participation in Liberty JH events. Staff Responsible for Monitoring: Administrators Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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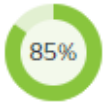

Strategy 4 Details		Reviews			
Strategy 4: Liberty JH will plan for on-going, creative avenues to communicate and market school brand to parents and community. Strategy's Expected Result/Impact: Liberty JH will send electronic newsletters twice monthly. Staff Responsible for Monitoring: Administrators Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 2: Effectively Train our teachers on classroom management strategies through beginning of year and on-going professional learning to target students' personalized academic and social/ emotional needs.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Meet with students to inform of personal graduation plan options in preparation course selection and high school. Strategy's Expected Result/Impact: Timely and informed decisions for determining personalized graduation plan pathways. Staff Responsible for Monitoring: Administrators Counselors Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Liberty JH will provide mentoring to all new teachers at the campus; supplement the district mentoring program to support new staff. Strategy's Expected Result/Impact: Increased new teacher efficacy Increased positive culture as teachers will have a higher sense of self-efficacy Increased new teacher retention Staff Responsible for Monitoring: Administration Instructional Coaches AP Lead over New/ Mentor teachers Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Strategies for intentional New Teacher Academies and supports Strategy's Expected Result/Impact: Increased percentage of students at the Meet or Masters level when compared to new teacher counterparts throughout the district. Staff Responsible for Monitoring: Administrators AP Lead over New Teachers/ Mentor Teachers Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Liberty JH will provide campus PD for staff to support students with disabilities. Strategy's Expected Result/Impact: Increased student participation and passing rate on formative assessments for students with disabilities. Staff Responsible for Monitoring: Administrators SPED Lead Instructional Coaches Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Goal 3: We will recruit, retain and reward quality personnel.

Performance Objective 3: Hire certified, qualified staff from different cultural and ethnic backgrounds. Staff will be expected to commit we always learning, data driven instruction, facilitate engaging learning experiences , be reflective and ethical a well as have a strong classroom management and culture.

High Priority
HB3 Goal
Evaluation Data Sources: Increase in diverse demographic representation in Liberty JH hiring.
Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Coordinate with our equity committee to create an applicant screener for promoting a more diverse staff. Strategy's Expected Result/Impact: TAPER staffing tables show an increase in teachers from different cultural and ethnic backgrounds. Staff Responsible for Monitoring: Administrators Equity Committee Members 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
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Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.





Performance Objective 1: Establish a Parent Teacher Association (PTA) to continue community involvement in the district strategic planning process.









High Priority

HB3 Goal

Evaluation Data Sources: Actively involved parents and business partners.

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Communicate information about the PTA in campus communication and at campus events where parents and community members can join our PTA and be actively engaged in the campus. Strategy's Expected Result/Impact: Increased participation in PTA to meet or exceed pre-Covid PTA participation numbers. Staff Responsible for Monitoring: Irene Aguilar and Taressa Anderson TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Liberty JH will increase campus participation and partnerships with PTAs Strategy's Expected Result/Impact: Increased parent and community membership and participation in Liberty JH PTA. Staff Responsible for Monitoring: Administrators PTA Officers Instructional Leadership Team Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 2: Host family engagement events such as curriculum nights, STEM Nights, etc.

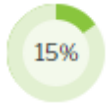







Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Engage Family and Community Partners in Liberty Junior High's academic progress through fun and well-attended Open House Events, STEM nights and student performance events. Students will demonstrate and showcase STEM based learning activities at these events. Strategy's Expected Result/Impact: Increased parental and community support for STEM program and extracurricular activities. Staff Responsible for Monitoring: Cindy Hufft and Science Teachers 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 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 4: We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 3: Liberty JH will use climate surveys to Identify and utilize campus surveys to develop campus goals; specifically teacher morale and discipline

- High Priority**
- HB3 Goal**
- Evaluation Data Sources:** Increased satisfaction ratings , specifically in the areas of teacher morale and discipline
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Liberty JH will see increased parent satisfaction survey will send out climate surveys to parents and community members. Strategy's Expected Result/Impact: Informed decisions to plan for campus initiatives and goals based on the result of the climate surveys. Staff Responsible for Monitoring: Administrators Instructional Coaches Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
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Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.





Performance Objective 1: Liberty Junior High will actively seek community donors/vendors and grant writing opportunities.













High Priority

HB3 Goal

Evaluation Data Sources: Increased Community Partnership to meet campus goals and initiatives.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Work with our Communities in Schools liaison, PTA and district Engagement office to seek donations for student and teacher incentives and sponsorships for teachers professional learning opportunities. Strategy's Expected Result/Impact: Increased resources that campus is able to use to towards PBIS for students and teachers. Staff Responsible for Monitoring: Andrea Mitchell, Pat Crawford and Irene Aguilar TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Liberty Junior High will apply for the Parent and Family Engagement Grant to fund the Trailblazer Mobile Science Unit. Strategy's Expected Result/Impact: Increased student, parent and community interest in a STEM curriculum, particularly in the Trailblazer Mobile Science Unit. Staff Responsible for Monitoring: Administrators Instructional Leaders Instructional Leadership team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Specific plan with dates for training all employees on proper money handling procedures (fall & spring) Strategy's Expected Result/Impact: Teachers are proficient in all money handling procedures. Staff Responsible for Monitoring: Administrators Admin Executive 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 1: Create and implement a restorative practice space to support opportunities for self-regulation, restorative circles, and PBIS & SEL initiatives.





Summative Evaluation: Significant progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: MTSS and Region 10 training for staff on restorative practices. Strategy's Expected Result/Impact: Students will engage in restorative circle practices upon their return from consequences stemming from peer conflict situations. Staff Responsible for Monitoring: Shelly Miller, Peggy Daniel and Katie Fimbrez TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Hold "I know what to do Day" (Live Wise, Live Healthy) in October, December, February, April	Formative			Summative
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Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 2: Strategies for communicating on-going safety protocols to students, staff and parents

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Liberty JH will communicate via blackboard with parents after each safety drill Strategy's Expected Result/Impact: Increased satisfaction results on parent/ community surveys re: timely communication Staff Responsible for Monitoring: Administrators Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Liberty JH will implement monthly safety drills. Strategy's Expected Result/Impact: Increased awareness, familiarity and implementation of safety protocols in the event of an emergency. Staff Responsible for Monitoring: Administrators AP Lead over Safety Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Safety Week (August 29 - September 2) campuses will participate in Evacuate, Hold and Secure, Lock-down, Shelter in Place and Fire drills Strategy's Expected Result/Impact: Increased awareness, familiarity and implementation of safety protocols in the event of an emergency. Staff Responsible for Monitoring: Administrators AP Lead over Safety and Security Instructional Leadership Team 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 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
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