

Richardson Independent School District

Pearce High School

2022-2023 Campus Improvement Plan



Mission Statement

Engage, inspire and empower life-long learners to lead with integrity and innovation.

Vision

J.J. Pearce High School, in partnership with our community, will:

- Expect high levels of achievement for every student;
- Embrace our responsibility for ensuring that all students learn;
- Encourage and support each learner's intellectual growth through a rigorous and relevant academic program;
- Enrich the learning environment through a culture of collaboration and personal responsibility;
- Empower all students to engage fully in a global society.

Values

Integrity-Inspiration-Inclusiveness-Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Pearce High School is composed of a diverse student population of over 2,300 students in grades 9-12. Our Hispanic and ELL population continue to increase each year. Pearce High School students are somewhat mobile with 11% of students moving between in and out of RISD campuses. Attendance rates remain high while our dropout rates, particularly for at-risk population, remain a priority. Pearce High School continues to focus on the performance of our special populations on local, state and national assessments for English language learners and our students served through special education. Pearce High School values these diverse student and community populations which result in a rich learning environment for all.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback

Parent/Community Data

- Parent surveys and/or other feedback









Goals

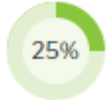









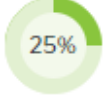





Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students

Performance Objective 1: Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences.

Evaluation Data Sources: 100% of PHS teachers will meet the standard.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: On-going PD and meaningful feedback centered around The Fundamental Five and AVID WICOR strategies. We will model and inspect The Fundamental Five concepts of Framing the Lesson, Working in the Power Zone, Frequent Small Group Purposeful Talk, Recognize and Reinforce, and Writing Critically. We will model and inspect the WICOR strategies of Writing, Inquiry, Collaboration, Organization, and Reading. Strategy's Expected Result/Impact: Increased implementation of engagement and cooperative learning strategies. Meaningful feedback will be provided to ensure and promote accountability for the successful implementation of each target strategy. Campus common instructional language and expectations will be clearly communicated. Staff Responsible for Monitoring: Administration, Instructional Coach Tech Facilitator, LITE Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: As part of our RTI process we will identify students who are struggling with behavior and academics and provide them with small group mentoring during advisory to support and monitor their attendance and grades. Strategy's Expected Result/Impact: Increased attendance and improved grades for identified students. Staff Responsible for Monitoring: Assigned Advisory teachers. Administrators Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				





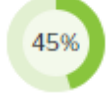
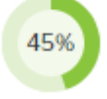






Strategy 3 Details	Reviews			
Strategy 3: Meet weekly with Department Heads and monthly with the ILT to create, plan, implement and evaluate departmental and school-wide instructional initiatives. Strategy's Expected Result/Impact: Continuous implementation of instructional initiatives for increased student achievement Staff Responsible for Monitoring: Department heads, ILT members, Instructional Coach, Principals Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: As part of the RTI Process, teachers will provide all students with mentoring and academic guidance through advisory classes as well as intervention in algebra and reading and US History. Strategy's Expected Result/Impact: Increase in student performance and culture/climate Staff Responsible for Monitoring: All advisory teachers, Advisory Revision Committee. Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Students will participate in advisory lessons that will promote cultural diversity awareness. Strategy's Expected Result/Impact: Improved environment and student acceptance of cultural diversity. Staff Responsible for Monitoring: Advisory Team Title I: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
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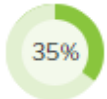






Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students

Performance Objective 2: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.

Evaluation Data Sources: Move as a district from Emerging to Proficient in overall measurement in the area of classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Some progress made toward meeting Objective

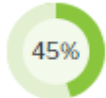







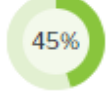

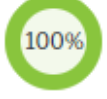

Strategy 1 Details	Reviews			
Strategy 1: Increase student awareness and use of hot spots that are available for checkout. Strategy's Expected Result/Impact: Increased use of hot spots to facilitate student learning. Staff Responsible for Monitoring: Librarian and teachers Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will have access to in-house educational technology assistance with the Tech Facilitator and the LITE. Strategy's Expected Result/Impact: Teachers will feel more comfortable with learning how to effectively use technology to strengthen Writing, Inquiry, Collaboration, Organization and Reading. Designing lessons that will increase student engagement and learning. Staff Responsible for Monitoring: Instructional coach, LITE, Tech Facilitator, Administration. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: PLC's will consult with a team consisting of the Tech Facilitator, LITE and members of the Chrometastech student tech crew at least twice a year. Strategy's Expected Result/Impact: Technology use in the high school will grow along expectations for meaningful learning experiences, using the Modification and Redefinition stages of the SAMR model. Staff Responsible for Monitoring: Administrators, Tech Facilitator and LITE Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 4 Details	Reviews			
Strategy 4: Teach students about internet safety/digital citizenship via starting and maintaining a responsible presence on internet and social media sites. Provide students with information about internet safety through advisory lessons. Strategy's Expected Result/Impact: Decrease in the number of incidents concerning improper use of the internet and social media. Staff Responsible for Monitoring: Administrative Team, Counselors, SOS leaders, Staff Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Chrometastechs will provide input in the educational technology consultations that the Tech Facilitator and the LITE will be doing with each PLC. Student voice enhances student engagement. Strategy's Expected Result/Impact: Student voices are heard when creating new instruction that meaningfully incorporates technology. Staff Responsible for Monitoring: Administration, Tech Facilitator, LITE Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: All teachers will use Google Classroom or Schoology in their classes for learning management. All classes will have technology based lessons requiring the use of chromebooks twice a week. Strategy's Expected Result/Impact: Increased student engagement. Staff Responsible for Monitoring: Technology Coach, Instructional Coach, Admin. Title I: 2.4, 2.5, 2.6	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 diverse needs of all our students

















Performance Objective 3: Create Pk-12 programming to support healthy life choices by students and staff

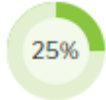



















Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis

Strategy 1 Details	Reviews			
Strategy 1: Transition students positively from junior high to high school through participation in the Starting Off Strong Program. Strategy's Expected Result/Impact: Students are positively impacted by program. Results from Student, Staff and Parent surveys. Staff Responsible for Monitoring: Administrative Team, Coast Guards. Title I: 2.5 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue the Starting Off Strong (SOS) program to aid freshmen in their transition to high school and provide additional academic support. Incorporate a first day of school freshmen orientation. Strategy's Expected Result/Impact: Freshmen receive regular academic and emotional support leading to increases in academic performance and extra-curricular participation. Staff Responsible for Monitoring: All staff Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Host a club fair to promote student involvement in clubs Strategy's Expected Result/Impact: Increased student participation in organizations. Staff Responsible for Monitoring: Teachers, student government sponsors, student government members, parents and administrators. Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Use the Student Assistance Team as a resource for student support. Teachers and students are provided with information about the SAT team at the start of the school year. Strategy's Expected Result/Impact: Increased referrals and support for students. Staff Responsible for Monitoring: Referring faculty member, Student Assistance Team Members, Students Assistance Specialist and counselors. Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Increase use of Peer Mediators and Student Assistance Specialist as support personnel. Strategy's Expected Result/Impact: Increased referrals and support for students. Staff Responsible for Monitoring: Administrators, Counselors Student Assistance Specialist and Peer Mediator sponsors. Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Identify potential resources, actions and consequences of bullying through grade-level talks. Communicate to students, faculty, and staff the importance of reporting actions as they occur. The Anonymous Alerts System will be initiated school-wide to provide opportunities for students to report bullying and other concerns. Strategy's Expected Result/Impact: Principal talks were conducted during the first weeks of school. Processes for reporting bullying were identified for staff and students. All of this is expected to improve campus culture, make students feel safe, and provide them with a way to report it. Staff Responsible for Monitoring: Administrator, counselors, Crisis Intervention Specialist, Peer Mediator sponsor. Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Continue to implement the PBIS framework school-wide to positively resolve discipline issues and to minimize students time away from instruction. Thereby closing the gap among state identified sub populations. All staff will be trained on the discipline flow chart, the use of CHAMPS and understand the discipline management plan. Strategy's Expected Result/Impact: Decrease in discipline data; development of positive, school-wide culture. Staff Responsible for Monitoring: All Staff Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Hold monthly meetings with the presidents of various PHS student organizations to plan and discuss building initiatives. This committee will be called the Presidents Round Table. Strategy's Expected Result/Impact: Utilization of parent and student input to create a strong campus culture Staff Responsible for Monitoring: Principal, Parents, Community Members Title I: 2.5, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Monitor student data reports in an effort to monitor immunization compliance of the student body. Strategy's Expected Result/Impact: Up to date data and student compliance with immunizations. Staff Responsible for Monitoring: School nursing staff. Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Monitor student absence information in order to monitor communicable disease issues on the campus. Strategy's Expected Result/Impact: Increased attendance rates. Staff Responsible for Monitoring: School nursing staff, attendance staff Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

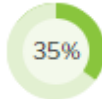







Strategy 11 Details	Reviews			
Strategy 11: Provide all staff with suicide and substance abuse prevention and intervention training. Strategy's Expected Result/Impact: Training occurs in order to ensure staff is prepared to prevent and intervene as needed Staff Responsible for Monitoring: Counselors, School Nursing Staff, District staff Title I: 2.5 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Implement Time to A.C.T. lessons during the month of September for Suicide Prevention in grades 9-12 Strategy's Expected Result/Impact: Increase teacher and student knowledge of prevention and intervention Staff Responsible for Monitoring: Counselors and Central Counselling staff. Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Set goals and objectives for the coordinated health program. Strategy's Expected Result/Impact: Increased health among students leading to increased attendance. Staff Responsible for Monitoring: School nursing staff, counselors Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Campus Emergency Response Team 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: Increase in student wellness and safety Staff Responsible for Monitoring: Campus Emergency Response Team Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 15 Details	Reviews			
Strategy 15: Educate staff via the Mustang Messenger and students via Advisory about bullying/harrassment and dating violence and encourage referrals to Peer Mediation, Student Assistance Team, and other resources as needed. Strategy's Expected Result/Impact: Processes for reporting bullying were identified for staff and students. All of this is expected to improve campus culture, make students feel safe, and provide them with a way to report it. Staff Responsible for Monitoring: Administrator, counselors, Crisis Intervention Specialist, Peer Mediator sponsor. Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Increase training and awareness of bullying [including definitions and strategies for prevention] for teachers and students through professional development and advisory lessons. Strategy's Expected Result/Impact: Decreased bullying throughout the school. Staff Responsible for Monitoring: All teachers, administration and staff. Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
Strategy 17: Use our new Communities in Schools position to assist teachers and students with areas of need: academic, behavior, etc. Strategy's Expected Result/Impact: Increase in student self-confidence, safety and self efficacy Staff Responsible for Monitoring: Communities in School Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
Strategy 18: Administration, campus testing coordinator will work closely with AP staff in order to provide effective tier one instruction , PLC support and high yield advisory enrichment opportunities in order to increase student AP exam passing rate. Strategy's Expected Result/Impact: Increase AP exam passing rates. Staff Responsible for Monitoring: Tilley, Administrative team, PLC team leads, instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students

Performance Objective 4: Continue to support our PBIS campus team and the implementation of CHAMPS.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Facilitate use of Mustang READY rewards and monthly/semester celebrations. Staff Responsible for Monitoring: Beasley, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students









Performance Objective 5: Graduate Profile - strategies for implementing 5 student competencies. We will continue to support our graduate profile by offering financial literacy, supporting rigorous tier one instruction (critical thinking, real world connections and emotional intelligence) and leveraging numerous tools to communicate effectively with our community.

















High Priority

















HB3 Goal

Evaluation Data Sources: PHS graduation data

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Increase opportunities for CTE students to receive certifications in education, business, health science and service industries. Strategy's Expected Result/Impact: Students will graduate with a license or certification through a CTE program. Staff Responsible for Monitoring: CTE instructors, CTE Department Head, Administrators. Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Educate community and students on CTE pathways and encourage participation by conducting a CTE Learning Experiences Program to help students find their pathway. Strategy's Expected Result/Impact: Increased participation in CTE programs. Staff Responsible for Monitoring: CTE instructors, CTE Department Head, Administrators, and Counselors. Title I: 2.4, 2.5, 4.1 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Add more qualifying CTE courses and certifications for CCMR points. Provide more information for students to enroll in these courses. Strategy's Expected Result/Impact: Increase in CCMR participation Staff Responsible for Monitoring: CTE Teachers, Counselors, CCMR Counselor Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Formation of the Mustang Collegiate Academy utilizing the P-Tech Grant. Strategy's Expected Result/Impact: Increased CCMR report score. Increase in students earning college credit during high school. Staff Responsible for Monitoring: Rod Beasley , Courtney Murphree Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Communicate with all stakeholders regarding CTE pathways. This will be accomplished via social media, CTE presence at meet the teacher night and leveraging campus digital board. Strategy's Expected Result/Impact: Educate community and students on CTE pathways and encourage participation; including obtaining CTE licensing and certification Staff Responsible for Monitoring: Mr. Beasley, Mr. Zancana	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Facilitate the tracking of student success in AP, Dual Credit and Licensing/Certificate via Region 10 platform (CCMR campus systems). Strategy's Expected Result/Impact: AP, Dual Credit (3 hours), or License/ Certificate for every graduating Senior IAccess and successful completion) Staff Responsible for Monitoring: Mrs. Tilley, Mr. Lopez, Mr. Zancana, Mrs. Breedlove	Formative			Summative
	Nov	Jan	Mar	June
				


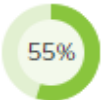
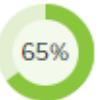





Strategy 7 Details	Reviews			
Strategy 7: Dual credit and dual enrollment opportunities will be highlighted throughout the year. OnRamps college faculty will meet with students and parents the first weeks of school to describe dual enrollment option. Parents will be offered information regarding the benefits of dual credit, the qualifications for dual credit and the enrollment process. Strategy's Expected Result/Impact: Increased enrollment and retention in dual credit and dual enrollment classes. Staff Responsible for Monitoring: Counselors, Dual Enrollment teachers, Administrators. Title I: 2.4, 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Dual credit/ OnRamps college faculty will attend trainings with their facilitating university. Strategy's Expected Result/Impact: Increased passing rates. Staff Responsible for Monitoring: OnRamps Teachers Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Ensure that campus earns a CCMR point for college readiness by having student opt-in and pass for college credit for dual enrollment classes. Strategy's Expected Result/Impact: Increase in CCMR participation Staff Responsible for Monitoring: Counselors, CCMR Counselor, Teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students

Performance Objective 6: Clear and consistent implementation of discipline management plan.

Evaluation Data Sources: Focus discipline audit, Administration discipline calibration meetings.

Summative Evaluation: Significant progress made toward meeting Objective

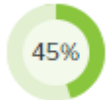







Strategy 1 Details	Reviews			
Strategy 1: Administration will develop behavior support systems. ID badge accountability system, absenteeism (A2A), VAPE courses, tardy systems. Strategy's Expected Result/Impact: Align discipline management process Staff Responsible for Monitoring: Administrative team	Formative			Summative
	Nov	Jan	Mar	June
	 35%	 55%	 65%	
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students

Performance Objective 7: Promote Pathways to Equity.

Evaluation Data Sources: Demographic breakdown of PHS Hispanic. Goal is to close the gap, increase graduation rate, and increase enrollment in AP classes.









Summative Evaluation: Some progress made toward meeting Objective





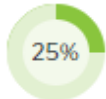











Strategy 1 Details	Reviews			
Strategy 1: Increase AP enrollment via utilizing the "you have been selected program". Identify high performing students and encourage them to enroll in AP courses. Strategy's Expected Result/Impact: Increase AP enrollment, increase graduation rate and close the gap between student populations. Staff Responsible for Monitoring: Carrie Breedlove, Pedro Lopez	Formative			Summative
	Nov	Jan	Mar	June
				
<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 1: Align and maintain written, taught, and assessed curriculum at all grade levels in all subject areas.

- Evaluation Data Sources:** PHS Meets Standard
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Use previous year's EOC data, QSA data, and EOC simulation data to reteach missed concepts, build higher-level thinking skills, and application of content to increase the number of students from "approaches" to "meets" in all tested areas. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: ELA, Math, Science, Social Studies Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to grow Professional Learning Communities in horizontal teams within each department. The focus will be on data analysis and reflection to evaluate instruction. Teachers will collaborate, utilizing Lead4ward and TRS, to create engaging, effective lessons in order to implement a profound curriculum for all students. This will foster the alignment with DIP; Growth goals, teacher competencies and instructional priorities. Strategy's Expected Result/Impact: STAAR/EOC and STAAR 2.0 Building Readiness (align with DIP; Growth Goals) (emphasis on growth) Teacher Competencies Instructional Priorities Staff Responsible for Monitoring: All staff Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Administrators and Instructional Coach will conduct walk-throughs/classroom visits and debrief on observation notes. There will be a Feedback Focus each month highlighting Collaboration, Inquiry and Writing, with information shared with teachers through the Pony Express and during professional development. Strategy's Expected Result/Impact: Administration will provide every teacher with a walk-through 5 times per year. Each walk-through will focus on collaboration and writing and feedback will be given to teachers. Staff Responsible for Monitoring: Instructional coach and administration Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide teachers with training and time to collaborate regarding the 4 fundamental questions of PLCs. Strategy's Expected Result/Impact: PLCs will design lessons and assessments that align with the 4 PLC questions. Strategies to address students reading on grade level. Staff Responsible for Monitoring: Principals, Instructional Coach Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Teachers will receive on-going professional development on how to best utilize TRS and Lead4ward, and how these tools will help to grow PLCs. Strategy's Expected Result/Impact: Increase in teacher confidence with use of TRS/Lead4ward. Increase in student performance. Staff Responsible for Monitoring: Principals, Instructional Coach Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Reduce classes sizes, especially in core, STAAR tested areas through the use of ESSER funds for hiring. Strategy's Expected Result/Impact: Increased overall performance in classes and on state test scores due to more one-on-one and small group opportunities. Staff Responsible for Monitoring: Administrative team, department heads TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

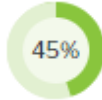











Strategy 7 Details	Reviews			
Strategy 7: Provide throughout the school and credit recapture (Edgenuity class) option for students that are credit deficient. Strategy's Expected Result/Impact: High School Edgenuity (ESSER Funded) Staff Responsible for Monitoring: Mr. Lopez, Mrs. Breedlove	Formative			Summative
	Nov	Jan	Mar	June
				
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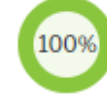



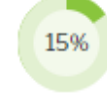





Goal 2: We will guarantee that all students will perform at or above grade level.









Performance Objective 2: Intergrate 21st Century learning and Texas College and Career Readiness (TCCR) skills and strategies into grades 9-12

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: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Encourage and educate students on Naviance via teaching specific lesson to all students during advisory to guarantee completion of Naviance grade level task. Strategy's Expected Result/Impact: The majority of students will become familiar with its features. Staff Responsible for Monitoring: Counselors and College and Career Coordinator Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain the College and Career Center with personnel who can assist students with preparing for their futures beyond graduation from Pearce. Strategy's Expected Result/Impact: Increase in the number of students applying to and attending college; increase in knowledge of skills needed for work force. Staff Responsible for Monitoring: CCR Center Coordinator Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Encourage fine arts students and student athletes to learn leadership skills through attending leadership camp and demonstrate their acquisition of these skills through a variety of activities in which they will have to rely on their leadership abilities. Strategy's Expected Result/Impact: Increased student achievement in fine arts, athletics, and increased overall student leadership on campus. Staff Responsible for Monitoring: Fine arts faculty; athletics faculty Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Specific information on how to best utilize Naviance and X2VOL will be included in the E-Newsletter, the Counselor's webpage, and at Meet the Teacher Night. Strategy's Expected Result/Impact: Increase in student usage of Naviance and X2VOL. Staff Responsible for Monitoring: Counselors, Principals, Teachers Title I: 2.5, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Educate students and parents on the benefits of the Advanced Placement Program. Strategy's Expected Result/Impact: Increased participation in AP and an increase in the percentage of qualifying scores. Staff Responsible for Monitoring: AP Teachers, CCR Director, Administrative team. Title I: 2.5, 4.1 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Teachers will be trained in AVID WICOR strategies with a continued focus on Collaboration and Writing. Inquiry will be added as an additional focus this year. Administrators will provide feedback to teachers through the use of an Inquiry focused walkthrough form. Strategy's Expected Result/Impact: Students will practice 21st century skills in the classroom on a daily basis. Staff Responsible for Monitoring: Administration, AVID teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: The Tech Facilitator and the LITE will provide Professional Development that focuses on Writing, Inquiry and Collaboration with technology. Strategy's Expected Result/Impact: Teachers will use technology to enhance engaging lessons that allow students to practice Communication and Collaboration skills in the classroom. Staff Responsible for Monitoring: Administrators, Tech Facilitator and LITE. Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				

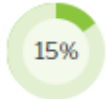











Strategy 8 Details	Reviews			
Strategy 8: Ensure that campus earns a CCMR point for college readiness by having student opt-in and pass for college credit for dual enrollment classes. Strategy's Expected Result/Impact: Increase in CCMR participation Staff Responsible for Monitoring: Counselors, CCMR Counselor, Teachers Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
<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 3: Enhance Career and 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)

Summative Evaluation: Significant progress made toward meeting Objective










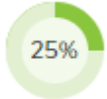
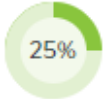

Strategy 1 Details	Reviews			
Strategy 1: Administration will work closely with CTE to increase student enrollment (community outreach, course registration process). Increase CCMR achievement by providing certification programs for freshman and sophomores in the program. Strategy's Expected Result/Impact: Increase student participation, increase license/certification completion Staff Responsible for Monitoring: Rodney Beasley, Pedro Lopez, Ashton Tilley, Carrie Breedlove, John Zancana.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize the College Bridge program for all students during advisory. Strategy's Expected Result/Impact: Increase CCMR accountability rating. Staff Responsible for Monitoring: Ashton Tilley, Pedro Lopez	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 4: Develop 9-12 Literacy Focus

Evaluation Data Sources: PHS Meets Standard; % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification

Summative Evaluation: Significant progress made toward meeting Objective



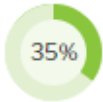





Strategy 1 Details	Reviews			
Strategy 1: Promote use of library subscription data bases and other web research sources. Strategy's Expected Result/Impact: Increase in students utilizing library resources and data bases to produce a variety of assignments papers and projects. Staff Responsible for Monitoring: Librarian and teachers. Title I: 2.4	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote and participate in school-wide Richardson Reads Day Strategy's Expected Result/Impact: All students participate in reading on during designated time. Staff Responsible for Monitoring: All Staff Title I: 2.4	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement use of Achieve3000 in Academic Literacy Labs to increase students' literacy skills and reading levels. Strategy's Expected Result/Impact: Increased literacy skills and academic performance for Tier 3. Staff Responsible for Monitoring: ALL teachers, ELA Principal Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 4 Details	Reviews			
Strategy 4: Train teachers on connecting Collaboration and Writing in the AVID WICOR model. Strategy's Expected Result/Impact: Students will have regular practice processing their thoughts and writing their ideas. Staff Responsible for Monitoring: Administrators, AVID teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
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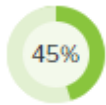







Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 5: Improve student performance and maintain a "Met Standard" rating

- Evaluation Data Sources:** PHS Meets Standard; percentage of students who move from "approaches", "meets", and "masters"
- Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Use previous year's EOC data, CBA data, and EOC simulation data to reteach missed concepts, build higher-level thinking skills, and application of content to gain Level III high achievement for all EOC exams. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: ELA, Math, Science, Social Studies Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to grow Professional Learning Communities in horizontal teams within each department. The focus will be on data analysis and reflection to evaluate instruction. Teachers will collaborate to create engaging, effective lessons in order to implement a profound curriculum for all students. Strategy's Expected Result/Impact: Increased student engagement responses on survey. Performance growth goals Staff Responsible for Monitoring: All staff Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				









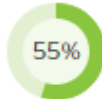



Strategy 3 Details	Reviews			
Strategy 3: Provide teachers with training and time to collaborate regarding the 4 fundamental questions of PLCs. Strategy's Expected Result/Impact: PLCs will design lessons and assessments that align with the 4 PLC questions. Performance growth goals Staff Responsible for Monitoring: Principals, Instructional Coach Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide targeted tutoring during advisory to students who struggle to master targeted TEKS/ objectives Strategy's Expected Result/Impact: Students will demonstrate growth (as measured by their individual growth goal). Staff Responsible for Monitoring: Principals, department heads, and selected teachers. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize MTSS and Branching Minds tools to identify student growth goals, share goals with students, and develop a plan for achieving student goals. Strategy's Expected Result/Impact: Increase number of students to move from "approaches" to "meets". Approaches: Algebra I from 62% to 72% English 1 from 62% to 75% English II from 76% to 82% Biology from 88% to 92% US History from 90% to 96% Meets: Algebra I from 21% to 30% English 1 from 51% to 56% English II from 68% to 74% Biology from 72% to 80% US History from 78% to 84% Staff Responsible for Monitoring: Principals, department heads. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				



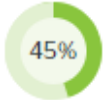













Strategy 6 Details	Reviews			
Strategy 6: Utilize the Lead4ward heat map to analyze student performance on QSAs, using this information to guide instruction, TRS performance assessments and teacher developed tests. Strategy's Expected Result/Impact: Increased performance on State Assessments. More students showing growth from approaches to meets to masters. Staff Responsible for Monitoring: Teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Teachers and admin will develop Accelerated Learning Plans per HB4545. Students will receive intensive interventions to meet the 30 hour requirement. Branching Minds will house the plans and capture required minutes. Strategy's Expected Result/Impact: Closing the gaps for students not meeting standard on 2022-2023 state assessment. Staff Responsible for Monitoring: Administration Teachers	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 6: Increase Graduation Rate By .5%

Evaluation Data Sources: Graduation rates

Strategy 1 Details	Reviews			
Strategy 1: Identify students who are most at risk of not completing high school. Assign them to small group support classrooms during the school day, especially for Math and ELA. Strategy's Expected Result/Impact: Improved discipline and academic growth, especially in Math and ELA Staff Responsible for Monitoring: Principals, counselors, identified staff Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for LEP and at-risk students to recapture credit using Edgenuity. Strategy's Expected Result/Impact: LEP and at-risk students earn credit. Performance growth goals Staff Responsible for Monitoring: Credit Recapture teachers (during school and after) Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Monitor dropout and completion rates. Provide interventions including, counseling with administration, grade level counselors, enrollment into Edgenuity and provide options for alternative placements such as MPA. Strategy's Expected Result/Impact: Increase in completion rate, monitor leaver report Staff Responsible for Monitoring: Campus administration and counselors Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Implement the PBIS framework school-wide to positively resolve discipline issues and to minimize students time away from instruction. Strategy's Expected Result/Impact: Decrease in discipline data; development of positive, school-wide culture. Staff Responsible for Monitoring: All Staff Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Create an attendance committee/dropout prevention committee that will meet quarterly to review data and provide intervention for identified students Strategy's Expected Result/Impact: Increase in attendance rate from 93.7% to 94.7% with a focus on increasing the Hispanic attendance rate. Decrease dropout rate by .5% Staff Responsible for Monitoring: Administration, teacher committee Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Utilize Attention2Attendance to monitor student attendance and address students who are chronically absent. Strategy's Expected Result/Impact: Improved attendance, improved academic performance resulting in higher graduation rates. Staff Responsible for Monitoring: Admin Team Title I: 2.4, 2.5, 2.6	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 7: Maintain ACT Percentage

Evaluation Data Sources: ACT scores

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Require all AVID students (9th-12th grades) to take part in SAT, ACT and/or PSAT testing. Strategy's Expected Result/Impact: Increase in scores Increase in participation Staff Responsible for Monitoring: AVID Teachers Title I: 2.4, 2.5 Funding Sources: Money for test registration. - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All 10th grade students take the TSI. Strategy's Expected Result/Impact: Increase in participation. Increase in scores. Increase in participation in other college required acceptance assessments. Staff Responsible for Monitoring: All Teachers Title I: 2.4, 2.5 Funding Sources: None - 199 - General Fund - \$0	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 8: Maintain student performance on PSAT/SAT and remain above state and nation; increase number of National Merit Scholars.

Evaluation Data Sources: PSAT/SAT Data

Summative Evaluation: Some progress made toward meeting Objective



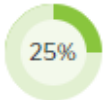



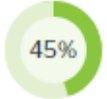

Strategy 1 Details	Reviews			
Strategy 1: Promote and host multiple SAT prep courses through a variety of venues throughout the year for students. Strategy's Expected Result/Impact: Prepare students for SAT. Maintain student performance on SAT. Staff Responsible for Monitoring: Counselors Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Increase number of National Merit Scholars: Identify high-scoring students, provide SAT preparation and support, and assist students in registering for SAT. Strategy's Expected Result/Impact: Increased number of National Merit Scholars. Staff Responsible for Monitoring: AP and CCMR principal, PSAT identified teachers Title I: 2.4, 2.5	Formative			Summative
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Goal 2: We will guarantee that all students will perform at or above grade level.









Performance Objective 9: Increase AP participation rates and AP passing rates.

Evaluation Data Sources: % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCMR Priority Goal)

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Examine AP Potential and current enrollment in PreAP and AP courses to identify new AP students and to verify proper placement. Strategy's Expected Result/Impact: Increase in overall enrollment in AP and PreAP classes. Staff Responsible for Monitoring: PreAP and AP teachers Title I: 2.4, 2.5 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Meet collectively with all AP teachers to review district-wide AP exam participation and performance goals; compare to campus participation and performance on the 2020-2021 AP exams and set individual teacher goals and campus-wide goals. Strategy's Expected Result/Impact: Increase AP Participation rates and qualifying scores. Staff Responsible for Monitoring: AP Teachers, Assistant Principal, Principal Title I: 2.4, 2.5 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Meet with AP teachers to create a document that identifies individual expectations, measurable goals and student expectations. Analyze data from current and past years' student performance on each AP exam to set goals for this year, develop plans/interventions, and determine needed support. Strategy's Expected Result/Impact: Increased enrollment and student performance on AP exams. Staff Responsible for Monitoring: All AP teachers/Administrators Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Counselors will complete trainings approved by Director of Counseling and ED of CCMR. AP Teachers will attend AP Institutes or trainings approved by their curriculum directors to meet GT training requirements. Strategy's Expected Result/Impact: Counselors will complete trainings approved by Director of Counselling and ED of CCR. AP Teachers will attend AP Institutes or trainings approved by their curriculum directors to meet GT training requirements. Staff Responsible for Monitoring: Counselors, AP Teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Educate students and parents on the benefits of the Advanced Placement Program. Strategy's Expected Result/Impact: Increased participation in AP and an increase in the percentage of qualifying scores. Staff Responsible for Monitoring: AP Teachers, CCR Director, Administrative team. Title I: 2.4, 2.5, 4.1 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 6 Details		Reviews			
Strategy 6: Improve student performance on AP tests while continuing to increase student enrollment in Advanced, AP, GT Dual Credit and OnRamps in connection with Goal 2. Strategy's Expected Result/Impact: Increased percentage of students passing the AP tests. Increased student Enrollment in the designated programs. Staff Responsible for Monitoring: Administration, AP Teachers, counselors. Title I: 2.4, 2.5		Formative			Summative
		Nov	Jan	Mar	June
					
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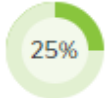


Goal 2: We will guarantee that all students will perform at or above grade level.

















Performance Objective 10: Increase student performance on all State Tests with a focus on increasing student performance for the following student groups; Special Education , English as a Second Language, and other student groups in need of improvement.

Evaluation Data Sources: STAAR-EOC, TELPAS, student grades/passing rates.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: SPED teachers monitor grades every 2-3 weeks for all students on their case load. Discuss student performance with general education teachers. Strategy's Expected Result/Impact: Increase in graduation rate for SPED students Staff Responsible for Monitoring: All staff Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continuously monitor strategies to promote continuous improvement in Special Education, 504, Dyslexia and ELL Programs. Strategy's Expected Result/Impact: Students progress towards performance growth goals. Focus on mainstreaming PASS program students as within reason. Exit percentage of 50% from ESL. Staff Responsible for Monitoring: Administrative staff, Counselors, ESL department head, SPED department head. Title I: 2.4, 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Teachers will utilize Elevation in order to monitor ELL students' progress in support of individual student growth. Strategy's Expected Result/Impact: ELLs will meet all passing standards in Reading, Writing, and Speaking. Staff Responsible for Monitoring: All teachers, District ESL Specialist, Assistant Principal over ESL Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Increase percentage of students who score "Approaches" on State Assessments and Increase number of students moving from "approaches" to "meets" in all tested areas (GROWTH) Approaches: Algebra I from 62% to 72% English 1 from 62% to 75% English II from 76% to 82% Biology from 88% to 92% US History from 90% to 96% Meets: Algebra I from 21% to 30% English 1 from 51% to 56% English II from 68% to 74% Biology from 72% to 80% US History from 78% to 84% Strategy's Expected Result/Impact: Increase in student graduation rate and decrease in students requiring remediation and IGCs. Staff Responsible for Monitoring: Administrators Core Department Teachers Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				



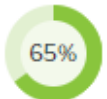





Strategy 5 Details	Reviews			
Strategy 5: In accordance with HB4545, students who were unsuccessful on STAAR English 1 and 2 and/or Algebra 1 and/or Biology and/or 8th grade Social Studies tests will receive 30 hours of intervention support for each subject in which they were unsuccessful during Mustang Academy and after school. Intervention teachers will utilize Edgenuity, NoRedInk, IXL, TEKS-aligned teacher-created materials. Strategy's Expected Result/Impact: Increased growth rating; students pass in re-test; increase in student graduation rate and decrease in students requiring remediation and IGCs. Staff Responsible for Monitoring: Teachers of these subject areas TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Accelerated Learning Committees will develop Accelerated Learning Plans for 10th grade students who failed math and/or reading STAAR tests in both 8th and 9th grade. Strategy's Expected Result/Impact: Specific intervention plans will lead to increased success in courses and STAAR tests. Staff Responsible for Monitoring: Accelerated Learning Committees, MTSS principal TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Provide teachers with trainings on STAAR 2.0 and provide PLC support to integrate into planning. Strategy's Expected Result/Impact: Students will be prepared to take and achieve success on STAAR 2.0 in spring 2023. Staff Responsible for Monitoring: Instructional coaches, Assistant principals, other support staff.	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 11: Utilize MAP systems to support student growth and increase student engagement.

Evaluation Data Sources: MAP purpose is communicated to students and parents via Principal newsletter and social media.

Summative Evaluation: Some progress made toward meeting Objective

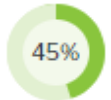
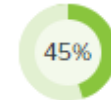






Strategy 1 Details		Reviews			
Strategy 1: MAP testing will be administered to all students. MAP results will be analyzed by core PLC's and utilized for tier one instruction and tier two supports. Strategy's Expected Result/Impact: Increase student engagement. Staff Responsible for Monitoring: Ashton Tilley		Formative			Summative
		Nov	Jan	Mar	June
					
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>					

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

Performance Objective 12: Work in collaborative teams and take collective responsibility for student learning.

Evaluation Data Sources: PLCs will use an agenda, norms and common planning documents

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: During beginning of year professional development, PLCs will develop an agenda, norms and common planning documents to be used during PLC. Strategy's Expected Result/Impact: Collaboration on agenda, norms and documents that help everyone in the PLC know what is expected and holds the collective accountable for student learning! Staff Responsible for Monitoring: Instructional Coaches and Evaluating Principals	Formative			Summative
	Nov	Jan	Mar	June
				
<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 13: Implement a guaranteed and viable curriculum, unit by unit.

Evaluation Data Sources: PLCs will use the IFD, Pacing Tools and Performance Assessments to plan learning goals and assessments for each unit. PLCs will use a lesson planning checklist that will include differentiation, ELL Supports, SPED supports.

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Curriculum received from Teaching and Learning and presented to teachers during district wide days. Instructional coaches and department chairs will assist in helping teachers find and use their curriculum. Strategy's Expected Result/Impact: Teachers will all have access to viable curriculum that is aligned to the TEKS. Staff Responsible for Monitoring: Instructional Coaches, evaluating principals. ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<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 14: Monitor student learning through an ongoing assessment process that includes frequent, team-developed common formative assessments.

Evaluation Data Sources: PLCs will use common formative assessments and discuss data and interventions based on the data.

Summative Evaluation: Some progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Develop common formative assessments using a variety of means including but not limited to Eduphoria (to include new multi-modal STAAR items for appropriate courses). Strategy's Expected Result/Impact: Teachers can monitor and adjust lessons based on formative assessment results. Staff Responsible for Monitoring: Instructional Coaches and Evaluating Principals	Formative			Summative
	Nov	Jan	Mar	June
				
<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 15: Use the results of common assessments to improve individual student practice and build the team's capacity to achieve its goals.

Evaluation Data Sources: Formative assessments, unit assessments and MAP data (where applicable). PLCs will use the Data Protocol for analysing until assessment data.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use data protocols to evaluate student performance on common formative assessments and common unit assessments. They will also use MAP data and diagnostic programs to determine students who are showing growth. Strategy's Expected Result/Impact: Students will receive targeted instruction based on their performance on assessments. Staff Responsible for Monitoring: PLCs, evaluating principals, Instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

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

Performance Objective 16: Provide systematic interventions and enrichment.

Evaluation Data Sources: Teacher interventions systemically planned and implemented during Tier 2 and Tier 3 instructional opportunities and advisory groups.

Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 17: English 1 will progress in EOC score through fundamental PLC changes. Focus will be on Data driven, collaboration, vulnerability, fluid communication, accountability

Evaluation Data Sources: CBA, STAAR, teacher assessments













Summative Evaluation: Some progress made toward meeting Objective













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

Performance Objective 1: Hire and retain certified, qualified and dedicated staff from different cultural and ethnic backgrounds.

Evaluation Data Sources: Increase in diverse demographic representation at PHS. Teacher retention at PHS will be equal to or less than the district average. Through these means PHS will maintain it's reputation as a school of choice for educators.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Actively participate in mentoring under the guidelines of the RPM mentoring program targeting 0-2 year experienced teachers. Strategy's Expected Result/Impact: Increase in teacher satisfaction and retention. Staff Responsible for Monitoring: Principals, Instructional Coach, Identified Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Spotlight staff members' use of instructional and community building practices each week in principal's weekly memo to staff. Strategy's Expected Result/Impact: Teachers feel valued and practices are affirmed; increased motivation and retention. Teacher turnover rate will not exceed the district average. Staff Responsible for Monitoring: Principal(s) Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Purchase office supplies for our new teachers to get them started for the year and for their use in the classroom. Strategy's Expected Result/Impact: New teacher retention Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Implement revised interview process, including committee-created questions, rubrics, and pre-interview inbox tasks that address lesson planning, data analysis, and culture/mindset. Strategy's Expected Result/Impact: Hire and retain certified, qualified and dedicated staff from different cultural and ethnic backgrounds. Goal is to recruit/ retain diversity of staff (gender, ethnicity, language) Staff Responsible for Monitoring: Principal(s), Instructional Coach, Department Heads	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue Sunshine Committee to provide teachers with social and emotional support. Strategy's Expected Result/Impact: Provide teachers with social and emotional support; improve teacher survey results. In addition to retain professional and auxiliary staff. Staff Responsible for Monitoring: Sunshine Committee	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: We will recruit, retain, and reward quality personnel.


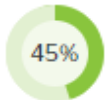










Performance Objective 2: Seek employee input and feedback from PHS staff to inform decision making.









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

Maintain a response rate of 95% or higher. (Goal is 100%)

Use teacher competencies to recruit and retain quality personnel

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to seek employee input via Staff Climate Survey and maintain greater than or equal to 95% participation rate Strategy's Expected Result/Impact: Staff Climate Survey Results Greater than or equal to 95% Participation Rate Staff Responsible for Monitoring: Department heads, ILT members, Instructional Coach, Principals TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administrators will meet with guidance counselors, crisis counselor and college and career counselor each week to discuss various topics that impact students and the school. Strategy's Expected Result/Impact: Weekly counselor meetings, increased communication. Staff Responsible for Monitoring: Counselors and administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Meet weekly with Department Heads and quarterly with the ILT to create, plan, implement, and evaluate PHS initiatives and staff feedback. Strategy's Expected Result/Impact: Continuous implementation of seeking staff feedback. Use teacher competencies to recruit and retain quality personnel Staff Responsible for Monitoring: Department heads, ILT members, Instructional Coach, Principals	Formative			Summative
	Nov	Jan	Mar	June
				







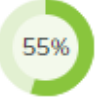

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide support to staff as they engage in activities designed to address topics specific to PHS needs based on survey data in order to maintain positive staff perception in the following areas:</p> <p>-TTESS -Feeling supported by supervisor -PBIS/Discipline -PTECH</p> <p>Strategy's Expected Result/Impact: Staff Climate Survey Results Perceptions greater than or equal to 95% Positive Response (Strongly Agree/Agree) for the following areas:</p> <p>-TTESS -Feeling supported by supervisor -PBIS/Discipline -PTECH</p> <p>Staff Responsible for Monitoring: Department heads, ILT members, Instructional Coach, Principals</p> <p>Title I: 2.4</p>	Formative			Summative
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Goal 3: We will recruit, retain, and reward quality personnel.













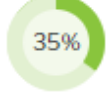
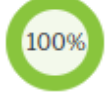


Performance Objective 3: Provide necessary professional development to successfully implement and meet the Vision, Mission, Goals, and Objectives of PHS and RISD







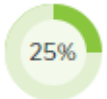

Evaluation Data Sources: Increase in positive response rate by staff on professional development session evaluation responses (Eduphoria Evaluation) and increase positive response rate by staff on professional developed offered at campus from 81% to 90%













Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to grow Professional Learning Communities in horizontal teams withing each department. The focus will be on the four PLC questions. Teachers will collaborate to create engaging, effective lessons which include specific strategies (especially for ELA and Math) in order to implement a profound curriculum for all students. Strategy's Expected Result/Impact: Performance growth goals Increase in student engagement Increase in academic rigor Staff Responsible for Monitoring: All Staff Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Counselors will complete trainings approved by Director of Counselling and ED of CCR. AP Teachers will attend AP Institutes or trainings approved by their curriculum directors to meet GT training requirements. Strategy's Expected Result/Impact: Increased implementation of best instructional practices for meeting the rigorous requirements of the AP classroom. Increased participation and performance in AP courses. Staff Responsible for Monitoring: Counselors, AP Teachers Title I: 2.4	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Continue Watch and Win a teacher-to-teacher program that encourages teachers to visit each other's classrooms to provide only positive feedback and learn from watching the instruction. Strategy's Expected Result/Impact: Teachers increasingly incorporate effective management and instructional practices observed in others' classroom. Increased teacher collaboration. Staff Responsible for Monitoring: All teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide teachers with learning and collaboration opportunities through monthly in-house educational technology support and instructional training. Strategy's Expected Result/Impact: Increased implementation of engagement and cooperative learning strategies. Increased collaboration across content areas. Staff Responsible for Monitoring: Instructional Coach, Tech Facilitator, LITE, Instructional Technology Specialist, Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue to provide teachers with opportunities to develop differentiated instruction techniques (with a focus on technology) in order to meet the needs of our diverse learners. Strategy's Expected Result/Impact: Increased student engagement Performance growth goals Staff Responsible for Monitoring: Administrative team, Instructional Coach, T&L Specialists, Staff development, district staff. Title I: 2.4, 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Provide teachers with training on curriculum design process and TEK deconstruction. Strategy's Expected Result/Impact: Performance Growth Goals Staff Responsible for Monitoring: Principals, Instructional Coach Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Monitor GT professional development hours (APSI attendance, foundational/update hours) and certification in efforts of increasing the number of National Merit Scholars. Strategy's Expected Result/Impact: Increase the number of commended, finalist and National Merit Scholars. Staff Responsible for Monitoring: all instructional staff and administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide purposeful training for all faculty on vocabulary, questioning, & visible learning effective practices utilizing Lead4ward strategies. Strategy's Expected Result/Impact: Increased student performance by closing the gap among state identified sub-populations. Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Provide teachers with choice professional development opportunities to support T-TESS goals based on their knowledge in identified areas of growth either through self-assessment or data analysis. Strategy's Expected Result/Impact: Improve student performance by refining and adding new effective practices. Staff Responsible for Monitoring: Administration, instructional coach, technology coach, and LITE Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward Strategy's Expected Result/Impact: Number of Sessions & Participants feedback Performance Growth Goals Staff Responsible for Monitoring: All instructional staff and administration Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Continue to provide professional development for instructional staff to support students with disabilities. Strategy's Expected Result/Impact: Number of Sessions & Participants Performance Growth Goals Staff Responsible for Monitoring: All instructional staff and administration Title I: 2.4, 2.5, 2.6 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				

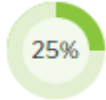

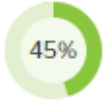





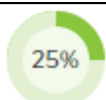
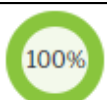
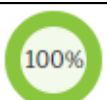





Strategy 12 Details	Reviews			
Strategy 12: Continue to provide professional development to support the following district focus areas: a. TRS b. Professional Learning Communities (4 Questions) c. Lead4Ward Strategies for planning instruction and data analysis d. Technology Integration (PTECH) Strategy's Expected Result/Impact: Number of Sessions & Participants Walkthrough data analysis Performance Growth Goals Staff Responsible for Monitoring: Campus Administrators, ILT, Instructional Coach, Technology Coach, and LITE Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Utilize district walkthrough form to give intentional, specific feedback for teacher and staff growth Strategy's Expected Result/Impact: Walkthrough data analysis Performance Growth Goals Increase in climate survey results in the following areas: a. Instructional Feedback b. Regularly receives feedback from supervisor c. TTESS supports help identify strengths Staff Responsible for Monitoring: Administrators Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 4: We will strengthen the leadership capacity of teachers and campus administrators.

Evaluation Data Sources: We will continue to cross train campus administrators in various roles; thereby strengthening leadership from within. Additionally we will continue to empower our teachers via ILT meetings, Campus based decision committees.

Summative Evaluation: Some progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Hold bi-weekly PLC meetings for core department heads. Strategy's Expected Result/Impact: Increased leadership capacity for department heads. Staff Responsible for Monitoring: Principals; department heads.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Principals will participate in weekly PLC meetings during which they will participate in book studies and collaborate to improve practices. Strategy's Expected Result/Impact: Increased leadership capacity for administrators. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop and support teacher-led professional development. Strategy's Expected Result/Impact: Develop teacher-leaders who have the confidence and skills to share best practices with their colleagues. Create a culture of growth and collaboration. Staff Responsible for Monitoring: Principal; instructional coach.	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				













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

Performance Objective 5: Teacher turnover rate shall not exceed 10%.

Evaluation Data Sources: Resignation exit surveys. Mentee evaluations of Mentors each semester. Mentor feedback to new teacher mentees. Teacher survey data.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Peer nominated Mustang Ready Teacher of the Month Awards will be presented to 2-3 teachers each month. Names will be put on the marquee, sent out via PTA newsletter, community communications, principal communications, pictures tweeted out, and pictures displayed on bulletin board. Strategy's Expected Result/Impact: Provide a means of peer recognition of effective instructional practices, development of positive classroom culture, and collegiality. Builds trust and communication with the community. Staff Responsible for Monitoring: Micah Armstrong Funding Sources: Award frames and \$25 certificate towards an item from the mustang stall. - 199 - General Fund - \$392	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Quarterly celebrations of all staff. Strategy's Expected Result/Impact: To ensure that each staff member is recognized for their hard work throughout the school year. To promote a positive work environment in which a culture of ongoing teacher appreciation is the norm. Staff Responsible for Monitoring: All Pearce Administrators and Instructional Coach Funding Sources: Snacks, fruit, & drinks - 199 - General Fund - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Mustang Ready PBIS drawings to celebrate teacher participants. Strategy's Expected Result/Impact: Provide a means of celebrating teachers who recognize Mustang READY students. Staff Responsible for Monitoring: PBIS Team & Rod Beasley TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				





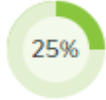




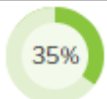
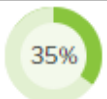





Strategy 4 Details	Reviews			
Strategy 4: Nominate Super Teachers and campus STAAR Teacher of the year. Strategy's Expected Result/Impact: To recognize outstanding, innovative teachers. To increase opportunities to celebrate teachers beyond the campus level. Staff Responsible for Monitoring: All administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Celebration of New teacher accomplishments each semester. Strategy's Expected Result/Impact: To provide opportunities for support and celebration of new teacher persistence and continued growth. Staff Responsible for Monitoring: Instructional Coach and all administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 6: Mentoring; Implement and supplement the district mentoring program to support new staff.

Evaluation Data Sources: Submissions of evaluations by both mentors and mentees each semester.

Summative Evaluation: Significant progress made toward meeting Objective







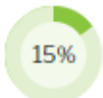



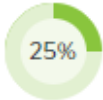





Strategy 1 Details	Reviews			
Strategy 1: RPM Program; Assignment of Building Buddies to teachers with more than 2 years of teaching experience, but new to PHS Strategy's Expected Result/Impact: New teachers are provided with consistent, meaningful support from instructional coach and mentors or building buddies. Increased performance and decreased turn-over rate. Staff Responsible for Monitoring: Instructional coach; principals.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Mentoring and Intentional Strategies and Supports; supplement the district mentoring program to support new PHS staff Strategy's Expected Result/Impact: Assignment of Mentors to teachers with 0-2 years of experience; mentees will participate in the district's RPM program. Assignment of Building Buddies to teachers with more than 2 years of teaching experience, but new to Pearce. Staff Responsible for Monitoring: ILT, IC, Administrators and Dept. Heads TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Supplement the district's mentoring program and new teacher academy by providing continuing, on-going, local PD that addresses new teachers' specific needs. Strategy's Expected Result/Impact: Teacher retention and satisfaction. Staff Responsible for Monitoring: New Teachers, Mentors, Instructional Coach, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 7: Incorporate strategies that lead to intentional New Teacher academies and supports.

Evaluation Data Sources: Monthly Smore from IC to Mentors with suggestions on fostering the mentor/mentee relationship. Class observations by IC, APs, & Principal with strategic feedback provided and follow-up meetings conducted. IC provided PD designed to address the individual needs of 0-2 year teachers quarterly.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Supplement the district's mentoring program and new teacher academy by continuing ongoing local PD that addresses new teachers specific needs. Strategy's Expected Result/Impact: Teacher retention and satisfaction. Staff Responsible for Monitoring: Instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Design New Teacher Academy to model effective practices including AVID and Lead4Ward strategies including the provision of flipped PD prior to the 2021-2022 school year. Strategy's Expected Result/Impact: To model expected instructional strategies and behaviors. To create opportunities for new teachers to reflect upon expectations, discuss, & plan ways to incorporate the expected instructional strategies. Staff Responsible for Monitoring: Instructional Coach; Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: IC provided PD designed to address the individual needs of 0-2 year teachers quarterly. Strategy's Expected Result/Impact: Increase new teacher exposure to effective practices and instructional proficiency. Staff Responsible for Monitoring: Instructional Coach; all Administrators	Formative			Summative
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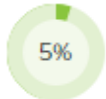







Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.















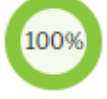

Performance Objective 1: Increase links between home and school by providing systemic opportunities for parent engagement









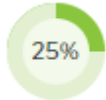
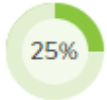
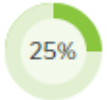





High Priority

Evaluation Data Sources: Increase in positive response rate by parent/community in focus groups meetings and/or survey results. Increasing parent involvement in educational process by encouraging a collaborative and student-focused partnership (utilizing historical student data, current statistics, and long-term student achievement). Support consistent communication with campus stakeholders via blackboard connect mass notification, Smore newsletter (one per month) and utilizing the campus website (two new posts per week).

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Principal will hold monthly Mustang Meetups to meet with parents and community members regarding school events, performance, and concerns. Utilize the Chrometastechs student panel to answer questions about 1:1 technology. Strategy's Expected Result/Impact: Keep community informed and collect feedback from community. Staff Responsible for Monitoring: Principal Title I: 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain a robust social media presence through Facebook and Twitter. Strategy's Expected Result/Impact: Parents satisfied with communication from campus. Staff Responsible for Monitoring: LITE Title I: 2.6, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Encourage parent attendance and involvement at all booster club meetings and extracurricular activities to keep them involved in their child's experiences Strategy's Expected Result/Impact: Increased parent awareness of expectations and information for club and extracurricular participation Staff Responsible for Monitoring: Coaches and Sponsors Title I: 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Facilitate a Multicultural Event that celebrates the diversity of J.J. Pearce. Strategy's Expected Result/Impact: Increase stakeholder connectivity and communication. Staff Responsible for Monitoring: Admin, Teacher sponsors Title I: 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Increase student and parental awareness of the clubs and organizations offered, in order to promote 100% students connectivity to school via clubs, extracurricular activities, etc. Promote clubs during advisory time. Strategy's Expected Result/Impact: Participation increase Staff Responsible for Monitoring: Administrative team, counselors and staff, advisory committee Title I: 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Conduct meeting for parents of senior students to provide information on the college application process. Strategy's Expected Result/Impact: Attendees will be better-informed about the college application process. Staff Responsible for Monitoring: Counselors Title I: 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Conduct College Financial Aid meeting with parents to supply them with information about resources available to help pay for college. Strategy's Expected Result/Impact: Increased knowledge and understanding of acquiring financial aid for college. Staff Responsible for Monitoring: counselors Title I: 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Identify appropriate campus personnel to attend district translator/interpreter training to provide campus support to non-English speaking parents Strategy's Expected Result/Impact: Parent engagement Staff Responsible for Monitoring: Bilingual staff Title I: 2.5, 2.6, 4.1, 4.2 - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Chrometastechs will hold student panels to let parents know what we are doing with technology and to answer any technology/social media questions the parents may have. Strategy's Expected Result/Impact: Parents will feel more connected to the school. They will see the school as a resource for themselves, as well as their students. Staff Responsible for Monitoring: Administrators, Tech Facilitator and LITE Title I: 2.5, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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













Performance Objective 2: Enhance communication process to provide stakeholders with timely, effective, and reliable communication via a dynamic communication system















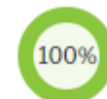





Evaluation Data Sources: Increase of positive response rate for internal and external stakeholders in focus group and/or survey responses.

New: Evaluation Data Sources

Increase of positive response rate for internal and external stakeholders in focus group and/or survey responses. Increase effective & timely communication through utilization of parent newsletter, parentlink, campus webpage in addition to other district platforms.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Maintain campus webpage with current information and links to keep parents well-informed about all aspects of their child's experience at PHS and about opportunities for parent involvement. Strategy's Expected Result/Impact: Increased parent satisfaction with school communication. Staff Responsible for Monitoring: LITE	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Specific information on how to best utilize Naviance and X2VOL will be included in the E-Newsletter, the Counselor's webpage, and at Meet the Teacher Night. Strategy's Expected Result/Impact: Naviance and X2VOL is well-communicated and utilized by students (with parent support) and teachers. Staff Responsible for Monitoring: Counselors, Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Maintain a robust social media presence through Facebook and Twitter. Strategy's Expected Result/Impact: parents satisfied with communication from campus Staff Responsible for Monitoring: LITE	Formative			Summative
	Nov	Jan	Mar	June
				






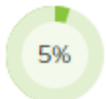
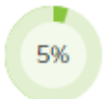

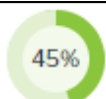
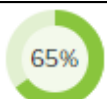






Strategy 4 Details	Reviews			
Strategy 4: Utilize Student Government Association to provide input to faculty and administration regarding all aspects of the schools operation including student engagement techniques and strategies to promote student involvement. Strategy's Expected Result/Impact: Students voices are heard regarding instructional and operational decisions. Staff Responsible for Monitoring: Administration and SGA sponsors.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Maintain campus webpage with current information and links to keep parents well-informed about all aspects of their childs experience at PHS, on-going 1:1 communication updates and opportunities for parent involvement. Strategy's Expected Result/Impact: Parents satisfied with communication from campus Staff Responsible for Monitoring: LITE, administrative staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Principal publishes bi-weekly newsletter to keep parents informed. Strategy's Expected Result/Impact: Parents satisfied with communication from campus. Staff Responsible for Monitoring: LITE, Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: In response to student survey data that shows students are not interested in what they are learning at school, we will provide PD that addresses student engagement and importance of a meaningful, relevant curriculum. Strategy's Expected Result/Impact: Increase in positive responses that students are interested in what they are learning in school from 69% to 75%. Staff Responsible for Monitoring: All Staff. Administrator's feedback from Walk-throughs and observations.	Formative			Summative
	Nov	Jan	Mar	June
				
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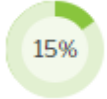






Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 3: Increase community involvement in PHS events and celebrations.

Evaluation Data Sources: Capitalize on parent engagement opportunities. Utilize communication tools (smore, social media) to overcome language barriers. Utilize diverse front office staff in order to increase engagement. Implement a customer service culture with the front office staff.

Summative Evaluation: Some progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Hold monthly meetings with the presidents of various PHS student organizations to plan and discuss building initiatives. This committee will be called the Presidents Round Table. Strategy's Expected Result/Impact: Utilization of parent and student input to create a strong campus culture Staff Responsible for Monitoring: Principals, parents community members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Plan and schedule a monthly gathering of PHS parents and community members to discuss educational topics of interest at the local, district, and national levels. These meetings will be called Mustang Meet Ups. Strategy's Expected Result/Impact: Increased/improved community perception and stake-holder feedback. Staff Responsible for Monitoring: Principal, parents, community members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Increase parental participation in district climate survey by sharing via social media, principal newsletter, and multiple call-out voice and text messages in English and Spanish. A shortened link to the survey should be included in any messages. We will have a student drawing/prize if participation is above 50%. PTA will support participation by helping to share with the community. Strategy's Expected Result/Impact: Increase in parental survey participation Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Maintain Professional Internship Program to continue to connect students with community businesses. Strategy's Expected Result/Impact: Continued partnerships between students and community businesses. Staff Responsible for Monitoring: PIP Instructor (Amanda Shanks); Assistant Principal over CTE (Rod Beasley)	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
Strategy 5: Utilize DADs Club, PCWL , PTA, PEEF and businesses in the community to provide support for student/ community outreach and recognition. Strategy's Expected Result/Impact: Increase in community involvement and support Staff Responsible for Monitoring: PBIS team, Administration, organization presidents.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide seniors the opportunity to connect with a mentor/partner. Strategy's Expected Result/Impact: Increase graduation rate and career readiness. Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Increase campus based volunteer opportunities for students each month. Strategy's Expected Result/Impact: Increase communication between program directors and event calendar employee. Staff Responsible for Monitoring: Administration, program directors, Office staff.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: Utilize Campus Survey Results. Identify and utilize campus surveys to develop campus goals; specifically teacher morale and discipline.

Evaluation Data Sources: Campus Survey Results

Strategy 1 Details	Reviews			
Strategy 1: Develop strategies to recognize teachers. We will create a sticker system to award teacher performance in areas identified in our campus goals. Strategy's Expected Result/Impact: Increase in teacher morale Staff Responsible for Monitoring: Instructional Coach, Administration, Department Heads, PBIS Team TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teacher Feature will be used to introduce staff members in an effort create a "family" atmosphere. Strategy's Expected Result/Impact: Increase in Teacher Morale Staff Responsible for Monitoring: Instructional Coach, Department Heads TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize PBIS surveys and data to determine areas of need and support discipline. Strategy's Expected Result/Impact: Improvement in discipline data and positive results on future surveys Staff Responsible for Monitoring: PBIS team, administration Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 4 Details		Reviews			
Strategy 4: Utilize campus survey data from previous school year (EOY) to increase teachers support and morale. Strategy's Expected Result/Impact: Improved morale and teacher performance; improved results of future surveys. Staff Responsible for Monitoring: Administration, Instructional Coach, Department Heads TEA Priorities: Recruit, support, retain teachers and principals		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  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 5: Encourage campus participation and partnerships with PTAs.

Evaluation Data Sources: Increase to 100% PTA faculty membership. Goal is a member for every student and Angel membership across 1/3 of the staff.

Summative Evaluation: Some progress made toward meeting Objective

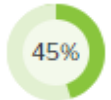

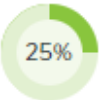





Strategy 1 Details	Reviews			
Strategy 1: Create a spreadsheet in order to track PTA membership. Offer incentives for teachers to join the PTA. Strategy's Expected Result/Impact: Increase PTA membership Staff Responsible for Monitoring: Carrie Breedlove, Pedro Lopez, Aleyda Murrillo	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 6: Strategies for on-going, creative avenues to communicate and market school brand to parents and community

Evaluation Data Sources: Leverage communication system in collaboration with school organizations (PTA, DECA) to market the school brand to parents and the community.

Summative Evaluation: Significant progress made toward meeting Objective


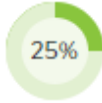










Strategy 1 Details	Reviews			
Strategy 1: Leverage social media, Principal Smore newsletter, circulating the hashtag #buildingbettertermUStangs at all events, sinage and PBIS initiatives . Strategy's Expected Result/Impact: Communicate and market PHS school brand with parents and community.	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				











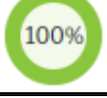









Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Sources: Maintain district first rating

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize yearly budget audit recommendations to improve efficient spending practices and improve district, state and federal protocols with spending Strategy's Expected Result/Impact: Positive audit recommendations Increase in budget Staff Responsible for Monitoring: Principal Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure efficient, effective attendance taking practices and protocols for all teachers Strategy's Expected Result/Impact: Increase in funding Increase in attendance rates Staff Responsible for Monitoring: Admin All Teachers Attendance Clerk Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Identify and qualify for grants. Campus will continue to implement P Tech grant to create the Mustang Collegiate Academy. Strategy's Expected Result/Impact: To improve campus College and Career Readiness measure. Staff Responsible for Monitoring: Rodney Beasley (P Tech Principal) and Beth Del Valle (P Tech Counselor). Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 4 Details	Reviews			
Strategy 4: Provide training and support for all support staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures Strategy's Expected Result/Impact: Increased efficiency with processing of Purchase orders, sub payment and class coverage payment. Staff Responsible for Monitoring: Jessica Morris, Administrative team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Provide professional development sessions for all staff regarding protocols for cash deposits and money transfers. Strategy's Expected Result/Impact: Increase staff knowledge on all money related procedures. Staff Responsible for Monitoring: Administrative team, Financial Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide timely professional development to support proper procurement procedures for staff that receive goods. Strategy's Expected Result/Impact: Ensure all staff who directly order/receive goods are aware of proper procurement procedures, etc. Staff Responsible for Monitoring: Administrative team, Jessica Morris	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Continue current approval procedures for all campus/ organizational expenditures. Strategy's Expected Result/Impact: Ensure expenditures support student outcomes, teacher morale/retention, etc.	Formative			Summative
	Nov	Jan	Mar	June
				
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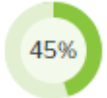





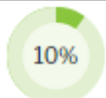
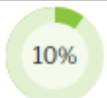
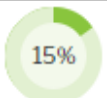

Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.









Performance Objective 1: 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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Hold "I know what to do day" (Live Wise, Live Healthy) in October, December, February, April. Strategy's Expected Result/Impact: Increased safety awareness and feeling of personal safety in the school. Staff Responsible for Monitoring: All staff Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate via social media and Blackboard Connect messaging system during and after all safety drills. Strategy's Expected Result/Impact: Parents will be informed about safety drills. Improved survey results. Staff Responsible for Monitoring: Pedro Lopez Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement monthly safety drills and update the CIP quarterly to show progress; November 18; January 27; March 31; June 9. Strategy's Expected Result/Impact: Increased awareness of safety response systems. Staff Responsible for Monitoring: Pedro Lopez Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Present safety lessons during advisory to ensure all students and staff "know what to do" in case of an emergency. Strategy's Expected Result/Impact: Increased feeling of safety on the campus as measured by student, staff and parent response on surveys. Staff Responsible for Monitoring: Safety Committee Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Promote "Live Wise, Live Healthy" information with staff, students, and parents. Strategy's Expected Result/Impact: Increase in student and parent survey results. Improved social/emotional strategies and awareness. Staff Responsible for Monitoring: Administration, counselors Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Safety Week (August 29 - September 2) campuses will participate in Evacuate, Hold and Secure, Lockdown, Shelter in Place and Fire drills Strategy's Expected Result/Impact: Ensure campus preparation during times of crisis. Staff Responsible for Monitoring: Administrative team Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Deliver a Culture and Climate survey to 11th graders. Strategy's Expected Result/Impact: Gain knowledge and feedback on the overall climate and culture. Determine if there is a hidden culture of insensitivity, lack of trust to report issues of a sexual nature. Staff Responsible for Monitoring: Administrators Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 8 Details	Reviews			
Strategy 8: Deliver a "flirting not hurting" guidance lesson to student body. Strategy's Expected Result/Impact: Increased awareness of how to treat others in a dating relationship. Increased awareness of how to handle and what to say in potentially harmful relationships. Staff Responsible for Monitoring: Administrators Counselors Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				













Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 2: Ensure all business, human resources and student information systems meet the needs of students, staff and parents.

Evaluation Data Sources: Response rate of student, staff and parent surveys.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Campus leadership will utilize Remind 101 for prompt and efficient communication via text message for staff, students, and parents. Strategy's Expected Result/Impact: Increased stakeholder awareness; increase in positive survey responses. Staff Responsible for Monitoring: Campus Administrators Title I: 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Principal will communicate through a weekly Smore school news bulletin shared with student's families. Strategy's Expected Result/Impact: Increased parental awareness of information; increase in positive survey responses. Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Campus will set clear expectations and communicate effectively to the community campus Dress Code and Cell phone policies. Strategy's Expected Result/Impact: Increased parent awareness of information regarding Cell phone policy and dress code policy. Staff Responsible for Monitoring: Campus Administrators Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Campus will communicate construction updates in a timely manner to all stakeholders. Strategy's Expected Result/Impact: Increased student awareness and knowledge of PHS construction/safety information. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue to utilize Raptor system when checking in all visitors. Strategy's Expected Result/Impact: Maintain campus safety and visitor identification. Staff Responsible for Monitoring: Administrative team	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 3: Suicide/Substance Abuse Prevention and Intervention training for all faculty and staff

Evaluation Data Sources: Faculty and staff will complete the Suicide and Substance Abuse Prevention Region X Compliance Courses. This will be done by October 10th.

Summative Evaluation: Significant progress made toward meeting Objective

Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 4: Continue to provide campus PD for staff to support students with disabilities









Evaluation Data Sources: PD attendance data; Discipline and Climate survey data

Summative Evaluation: Some progress made toward meeting Objective

Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 5: Create a culture of civic duty and responsibility regarding the right to vote at PHS.

Evaluation Data Sources: Increased number of students who register
Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Voter Registration Rollout week of September 11 - Communication will be sent to Seniors regarding the importance of registering to vote and when they can register. September 20 students meeting qualifications will be able to register during all three lunches. Strategy's Expected Result/Impact: Increased knowledge of qualifications; Increased number of students registering to vote Staff Responsible for Monitoring: Rod Beasley; Carrie Breedlove	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

State Compensatory

Budget for Pearce High School

Total SCE Funds: \$15,926.00

Total FTEs Funded by SCE: 4

Brief Description of SCE Services and/or Programs

No Red Ink for Remediation/Intervention Biology Resources

Personnel for Pearce High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Lee, Andrea R (Regan)	Dyslexia Teacher	1
Martinez, Yatzel G	Aide I	1
Olazaran, Silvia E	Aide I	1
Thompson, Sarah E	Teacher	1