



**Dr. M.L. Garza-Gonzalez Charter School
(178801)
District Improvement Plan
Campus Improvement Plan**

2022-2025

Board Approved 2/21/2022

Mission Statement

The mission of the Gulf Coast Council of La Raza Inc's Charter School is to produce literate and competitive individuals who can succeed in their career choices, and to do this by providing comprehensive, research-based programs designed to meet the diverse individual needs of the students through individually paced instruction, with strong parental and community support.

The Dr. M.L. Garza - Gonzalez Charter School strives to create a challenging learning environment that encourages high expectations for student success through developmentally appropriate instruction allowing for individual learning styles.

Planning and Decision-Making Committee

2021	2022	Position Parent, Business, Community, Teacher	Signature
Alma Dee Dee Bernal	Dr. Michael Sandroussi	Superintendent	
Ricardo Godoy	Rosemarie Rojas	Principal	
Rosemarie Rojas, Instructional Consultant	Ruben Orta	Teacher	
Counselor	Isabel Diaz	Counselor	
Director of Federal Programs	Anita Hinojosa	Director of Federal Programs	
Cathy Saldana	David Riggs	Finance Director	
Celeste Fuentes	Celeste Fuentes	PEIMS Coordinator	
Ryan McGee	Ryan McGee	Director of Technology	

Comprehensive Needs Assessment

Comprehensive Meetings held to gather data, data sources:

September 19, 2019; December 10, 2019, July 20, 2020, August 7, 2020, October 22, 2020, January 15, 2021, April 23, 2021, June 6, 2021, January 11, 2022, February 2, 2022

The following data and resources were reviewed to assist with the district/campus improvement plan:

2019-2021 State Accountability System

2021 RDA

TAPR Data

TPRS Data

TPRI Data

STAAR Data—disaggregated

2019-2021 Report Card

District PEIMS Reports

PBMAS Reports

Dropout and School Leaver Data—disaggregated

District retention Data

District Discipline Referral Data

Parent, Community, Teacher and /or Student Surveys

Student Attendance Data

Benchmark Testing Data (local and state)

Referral percentages for students in Special Education

Campus Parent Participation Records

Homeless Population Analysis

Teacher Retention Data

TELPAS

Human Resources

The following is a list of the participants:

2021-2022 Participants
<i>Dr. Michael J. Sandroussi</i>
<i>Rosemarie Rojas</i>
<i>Anita Hinojosa</i>
<i>David Riggs</i>
<i>Celeste Fuentes</i>
<i>Ruben Orta</i>
<i>Sherry Cookson</i>
<i>JD Salazar</i>
<i>Magdalena Shultz</i>
<i>Goldie Wooten</i>
<i>Melanie Wooten</i>

2020-2021 Participants

*Dee Dee Bernal
Ricardo Godoy
Rosemarie Rojas
Anita Hinojosa
Cathy Saldana
Kavita Bhatka
Celeste Fuentes
Paula Saucedo*

*Stephanie Salazar
Sonia Rodriguez
Ruben Orta
Sherry Cookson
JD Salazar
Goldie Wooten
Magdalena Shulz*

Comprehensive Needs Assessment - Summary of Findings

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

SCHOOL YEAR: 2019-2022

Data Sources Reviewed:			
<ul style="list-style-type: none"> • PBM, STAAR, TRPS, TARP.TELPAS 			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	Diversity of student population, subgroups, special needs, etc. Diversity of staff Low teacher student ratio	Increase the enrollment Increase retention rate .	Retention of students
Student Achievement	Increase in STAAR scores Golden performance in Science, Social Studies Instructional modules prepared for remote instruction	Increase exit level test scores in Reading, Math in all testing grades. Monitor remote learning participation of all students	Professional development in curriculum strategies and delivery Offer tutoring Intervention Strategies, classroom and online

School Culture and Climate	Positive school climate and culture described by students and faculty Student behavior Teachers demonstrate exemplary classroom management skills Low incidence to discipline events Implementation of COVID protocols Attention to participation in remote learning	Provide intervention strategies to social issues and low esteem barriers Upgrade air circulation system Update sanitizing equipment <ul style="list-style-type: none"> ● Water faucets ● Cafeteria equipment ● Replace Roof ● Electrical System ● Plumbing System 	Professional development in: <ul style="list-style-type: none"> ● Intervention strategies ● Related to socio-economic and social issues.
Staff Quality/ Professional Development	100% Highly qualified teachers 100% Highly qualified paraprofessionals Professional development opportunities	Certified teachers and staff as appropriate when needed.	Hire only certified staff Increase funding for personnel
Curriculum, Instruction, Assessment	TCMPC (Texas Curriculum Management Program Cooperative/TEKS Resource System) is the curriculum of choice. TCMPC is aligned with TEKS TCMPC is supported by state agencies. Teachers are proficient in TCMPC A lack of rigor in instructional strategies and the implementation of the analyzed data to drive instruction. Tutoring during regular school time, after school and Saturdays.	Staff review and agree upon a common lesson plan template. Participate in a professional development utilizing the new template and incorporating a lesson plan, a test question, and an activity that is at the analyze, evaluate, or synthesis level. Share lessons with the team. Follow the teacher lesson cycle every day. Incorporate social/emotional learning with monthly lessons to prevent bullying, self-help, home violence and other social issues. Provide other learning opportunities.	Align STAAR with new exit level assessments Create a lesson plan format that is standard for all grades and subjects. Monitor and evaluate instructional delivery. Provide feedback back. Utilize assessment data to adjust instruction and tutoring.

Family and Community Involvement	<p>High level of parent participation Parent Advisory meetings are held twice each year Parents participate in children's presentations, field trips, and other activities.</p>	<p>Increase the number of meetings for parents either virtual or face to face from 2 to 4.</p> <p>Broaden agenda for parent advisory meetings to include an awareness component.</p> <p>Host parent nights such as Science Night, Math Night, Technology, History, STEM as per CDC guidelines (COVID).</p>	<p>Increase the number of advisory committee members. Increase the number of meetings every other month. Expand the meeting agendas Identify focus of meeting Provide instruction (awareness) component</p> <p>Host parent nights such as Science Night, Math Night, Technology, History, STEM</p>
School Context and Organization	<p>Teachers teaching Teachers model for instructional strategies. Small staff</p>	<p>Professional development opportunities.</p>	<p>Administrators and teachers have the opportunity to attend professional development activities either online or face to face.</p>
Technology	<p>Integration of technology in instruction. Teachers engage students with technology tools. Monitoring of academic performance using software applications.</p>	<p>Upgrade and update technology hardware and software. Purchase promethean boards. Provide training on the use of current technology. Purchase tablets, mobile computer labs.</p>	<p>Purchase promethean boards. Purchase tablets for students and teachers. Purchase current hardware (servers) Purchase computer charging and storage cabinets Purchase software. Provide training. Provide hotspots for home use.</p>

Comprehensive Needs Assessment - Summary of Findings

	Data Source
<i>During the 2020-2021 academic year, all student performance was at 14% in the meets level in core content subjects.</i>	<i>State STAAR Accountability Ratings TAPR PBM</i>
<i>Increase the meets and masters level scores grades 3-8 in English, math, social studies, science, reading and writing.</i>	<i>State STAAR Accountability Ratings TAPR PBM</i>
<i>Increase Student Enrollment/Retention</i> Develop a systematic process to retain students	<i>PEIMS PBM</i>
<i>Place more emphasis on Parental Involvement Program.</i>	<i>Campus/Parent participation Records; Parent Surveys</i>
Review and revise Special Education program to meet federal and state guidelines and rules by developing policies and procedures, ongoing monitoring, staff training, etc Demonstrate availability of appropriate auxiliary aids to individuals with disabilities Provide staff development in special education guidelines and instruction for all staff	<i>TEA Report and continuous monitoring</i>
<i>Counseling Program extended to mental health and socio-economic issues, and COVID protocols.</i> <i>Counseling program will provide transition activities for grade 8 students who are enrolling in high school. Counseling Program</i>	<i>Parent, community, and student surveys; administration evaluations, Covid Protocols</i>

State Compensatory Education

In this plan, the term “student groups” refers to students who are At-Risk, H, W, AA, ED, Migrant, LEP, G/T, and Special Education, Title I

The State Compensatory Education program at this district/campus

The comprehensive, intensive, accelerated instruction program at Dr. M.L. Garza- Gonzalez Charter School consists of before and after school tutorials for students at-risk, Parental Involvement Program that includes parent training, and Guidance Counseling and Technology Computer programs to reduce the risk for students dropping out of school.

Total SCE funds allotted to this District/Campus 2,168,269

Total FTEs funded through SCE at this District/Campus 215 (001)

Students are entered into the State Compensatory Education program when:

They meet the criteria set forth by TEA.

Students are exited from the State Compensatory Education program when:

They no longer meet the criteria specified above.

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-8 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.
14. Has been incarcerated or has a parent or guardian who has been incarcerated, within the lifetime of the student, in a penal institution.

Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students in a school-wide program.

Program/Funding Source	
Federal Programs	
<i>Title I, Part A</i>	<i>111,641</i>
<i>Title II, Part A (TPTR)</i>	<i>13,629</i>
<i>Title II, Part D (Technology)</i>	<i>0</i>
<i>Title IV</i>	<i>10,000</i>
<i>Title III, Part A (LEP)</i>	<i>3,688 Shared Service with ESC</i>
State Programs/Funding Source	
<i>State Compensatory Education</i>	<i>1,694,707</i>
<i>Special Education</i>	<i>38,771+702 (IDEA_B)</i>
<i>Special Education (Federal and State)</i>	<i>34, 959</i>
<i>Bilingual/ESL Program</i>	<i>Flow through funds from ESC</i>
<i>ESSER I</i>	<i>89,020</i>
<i>ESSER II</i>	<i>369,515</i>
<i>ESSER III</i>	<i>829,878</i>
<i>TCLAS</i>	<i>55.200</i>
<i>School Improvement</i>	<i>14,285</i>
<i>School Safety and Security</i>	<i>8,732</i>

Goal 1: Ensure the academic success of all students, inclusive of students in special populations.

Objective 1.1: Dr. M.L. Garza-Gonzalez Public Charter School will achieve acceptable status by increasing student academic outcomes in all subjects, grades, and in all subgroups. **During the 2020-2021 academic year student performance was at 14 % in the meets level in core content subjects.**

Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>Attain the following passing rates on standardized testing:</p> <p>a.) Students in grades 3-8 will show academic growth</p> <p>b) Increase the academic performance of students in grades 3-8 in Mathematics and Reading.</p> <p>c) All students (in every demographic area) in grades 3-8 will show improvement on state assessment test scores.</p> <p>d) Improve meets and masters level requirements in all subjects annually to meet STATE ACCOUNTABILITY RATINGS</p> <p>e) Provide STAAR materials</p> <p>f) Provide tutoring before, after, and during the regular school day.</p> <p>g) Provide Saturday School Session</p>	<p>Principal</p> <p>Counselor</p> <p>Teachers & aides</p> <p>Campus Improvement Team</p>	<p>Standardized Tests</p> <p>Planning & Preparation time</p> <p>Tutoring time</p> <p>STAAR</p> <p>Promethean</p> <p>Campus Budget</p> <p>Certified Teacher</p> <p>Tutors</p> <p>Reading and Math Intervention Specialists</p>	<p>August - May</p>	<p>Baseline tests will be given to determine students' deficiencies.</p> <p>Benchmark tests will be given and graded to assess mastery level and objectives to re-teach.</p>	<p>State-mandated Exit assessment test</p> <p>TPRA results</p>
<p>A. Benchmarking of student's abilities for grade level materials will be as follows:</p> <p>B. Implement the use of DMAC to process data disaggregation and determine student deficiencies.</p> <p>C. Identify Students to be grouped by deficiencies and provide tutors to address student deficiencies.</p> <p>D. Students who enroll later than the first day of school will take the STAAR released baseline Benchmarking test. STAAR benchmark taken in Fall and Spring,</p>	<p>Principal</p> <p>Counselor</p> <p>Teachers & aides</p> <p>Campus Improvement Team</p>	<p>Standardized Tests</p> <p>Promethean</p> <p>STAAR Release Tests</p>	<p>Aug. Nov.</p> <p>Jan. Mar.</p>	<p>Baseline tests will be given to determine students' deficiencies.</p> <p>Benchmark tests will be given and graded to assess mastery level and objectives to develop tutoring sessions.</p>	<p>State-mandated STAAR test</p> <p>TAPR</p> <p>STATE ACCOUNTABILITY RATINGS Indicators</p>

<p>Special Ed. students will increase their scores on the SDAA and will meet criteria for Results Driven Accountability.</p>	<p>Principal Teachers & aides Special Education</p>	<p>Standardized Tests Planning & Preparation time Campus Budget</p>	<p>August - June</p>	<p>Baseline tests will be given to determine students' deficiencies Benchmark tests will be given and graded to assess mastery level and objectives to develop tutoring sessions.</p>	<p>State-mandated STAAR test TAPR STATE ACCOUNTABILITY RATINGS Indicators</p>
<p>A. Tutorial sessions in preparation for STAAR assessment will be implemented to increase student performance in math science and reading tests. All tutors will have a degree in the subject that they teach. All tutors will group students by objective deficiencies and concentrate tutorials in areas of greatest need. B. Continue implementation of Curriculum Cooperative for PK-12. C. Teachers will collaborate to design, implement, and evaluate tutoring sessions.</p>	<p>Principal Teachers & aides</p>	<p>Computers Promethean Planning & Preparation time Tutoring sessions (before, during, after school and Saturday school)) Campus Budget Course appropriate software applications</p>	<p>August April</p>	<p>Teachers and aides will collaborate daily to coordinate curriculum and activities with tutorial staff.</p>	<p>State-mandated STAAR test Student sign in sheets (tutoring sessions) Progress reports TAPR State accountability rating system Indicators</p>
<p>Campus team meetings to align curriculum and instructional strategies will continue.</p>	<p>Principal Teachers</p>	<p>Planning & Preparation time</p>	<p>August - June</p>	<p>Personnel document monthly core team meetings.</p>	<p>Curriculum will be aligned and fluid.</p>
<p>Teacher staff team meetings will be conducted every week</p>	<p>Teachers</p>	<p>Planning & Preparation time TEKS Verification Matrices ordered from ESC13</p>	<p>Weekly</p>	<p>Teachers document weekly content area team meetings.</p>	<p>Scope and sequence of subject content and teaching strategies.</p>

<p>Inclusion practices to expose all (Special Education) students to age-appropriate development skills will continue.</p>	<p>Principal Teachers & aides Special Education</p>	<p>Planning & Preparation time</p>	<p>August – June</p>	<p>Schedule students for inclusion in regular classrooms.</p>	<p>Special Education students will perform satisfactorily to attain their goals.</p> <p>End-of-year documentation will show a successful and promising practice.</p>
<p>Counseling programs will be expanded and monitored more closely to ensure crisis family intervention counseling.</p> <p>Counseling program will address the social, emotional and mental issues of the staff, students and families.</p> <p>Counseling focused on encouraging and monitoring academic progress of students to achieve completion of high school course requirements.</p>	<p>Principal Counselor Teachers Parents Outside intervention specialist/professionals</p>	<p>Planning & Preparation time Counseling Budget</p>	<p>August -June</p>	<p>Observation and review of case files.</p> <p>Number of students and families needing counseling services.</p>	<p>STAAR scores of students with intervention cases..</p> <p>Number of counseling sessions.</p>
<p>Increase student enrollment and retention.</p>	<p>Teachers Principal Counselor Registrar Parent</p>	<p>Planning & Preparation time</p>	<p>August - June</p>	<p>Weekly observation of student enrollment and withdrawals.</p>	<p>End of year enrollment, withdrawal, and dropout indicators.</p>

Objective 1.2: Dr. M.L. Garza-Gonzalez Public Charter School will achieve acceptable status by maintaining student attendance at 95%						
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation	
<p>The attendance rate must be maintained at 95% or better for all Dr. M.L. Garza-Gonzalez Public Charter School students.</p> <p>The Superintendent and Principal will review Attendance data and a weekly committee meeting will be held with key personnel regarding attendance.</p>	Principal Counselor Teachers & aides PEIMS coordinator Superintendent	Attendance records Student sign in sheets Incentives	August -June	Six-week reviews of attendance to view attendance patterns. Students will receive incentives for perfect attendance. Weekly reviews and weekly meetings of key staff.	Annual attendance rate will be at or above 95% for the year.	
<p>Students with exceptional attendance for the school year will be recognized.</p> <p>Student incentives for grades PK through 8th grade.</p>	Principal Counselor Teachers & aides Parental Involvement coordinator	Planning & Preparation time Campus Budget	Student Recognition activity at the end of each six weeks, semester and EOY.	Student Recognition activity at the end of each six weeks. Award assembly recognition for student attendance. Students will receive incentives for perfect attendance each six weeks, semester and EOY.	Annual attendance rate will be at or above 95% for the year.	
<p>The quantity and quality of communications with parents regarding attendance will increase.</p> <ul style="list-style-type: none"> Daily calls to parents when a student is absent Mail notification letters home after 3 absences Conduct Student Services Committee (SSC) meetings on any student absent 5 days or more Refer struggling students to Counselor <p>Web based communication software will be maintained by campus principal and parent involvement liaison to communicate with parents, other stakeholders as needed. All announcements will be transmitted in real time through BAND application. Parent liaison will host a Facebook page for the school.</p>	Principal Teachers/aides Counselor Parent Involvement Coordinator PEIMS Coordinator Communication software (Band) Facebook	Planning & Preparation time Campus Budget Attendance records Contact sheets	Daily	Attendance records Documentation of phone calls, Copies of letters Student sign-in tardy sheets Student Services Committee (SSC) meetings	Annual attendance rate will be at or above 95% for the year.	

Goal 1: Ensure the academic success of all students, inclusive of students in special populations.					
Objective 1.3: Dr. M.L. Garza-Gonzalez Public Charter School will provide a safe and secure environment for all students, faculty, staff and other constituents conducive to effective learning addressing the student's physical and emotional needs; therefore, achieving acceptable status by ensuring a safe and orderly climate.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>The Student Code of Conduct will be enforced consistently.</p> <ul style="list-style-type: none"> ● Dress Code ● Tardies ● Absences ● Classroom Conduct 	<p>Principal Counselor Teachers & aides</p>	<p>Student Code of Conduct</p>	<p>August - June Daily</p>	<p>Weekly review of referrals PEIMS</p>	<p>PEIMS Referral reduction TAPR Indicators STATE ACCOUNTABILITY RATINGS Indicators</p>
<p>Training/strategies for faculty/staff in the following areas will be provided:</p> <ul style="list-style-type: none"> ▪ CPR/first aid training discipline management ▪ Suicide Prevention ▪ anti-bullying ▪ Child abuse ▪ Sexual harassment ▪ System for safe student restraint (Special Education) ▪ Student Code of Conduct ▪ Classroom Management ▪ Discipline policies ▪ Special Education ▪ Safety/Emergency drills ▪ Remote instruction skills ▪ Other States required training. 	<p>Principal Teachers & aides Crisis Response Team Counselor Student Support Services personnel Outside Risk Management Resources District Personnel</p>	<p>Planning & Preparation time Training fees as applicable Emergency Management Plan Drills Resources Current legal requirements District/Campus Budget</p>	<p>August - June</p>	<p>Meeting Agenda Sign In Sheets Completion Certificates</p>	<p>Staff Development Evaluation Surveys TAPR Indicators STATE ACCOUNTABILITY RATINGS Indicators Sign In Sheets</p>

	<p>Secure ERATE funding to update and upgrade networking capacity.</p> <p>Utilize federal funding to upgrade cabling, switches, routers, and other appropriate hardware to full capacity.</p> <p>Update and upgrade Firewall.</p>	<p>Principal Teachers/aides Counselor Technology coordinator External consultant</p>	<p>Planning & Preparation time</p>		<p>Meeting Agendas Sign-in Sheets Agendas and documentation of staff meetings</p>	<p>USAC reports and responses.</p>
	<p>Each campus will conduct monthly</p> <ul style="list-style-type: none"> ▪ Disaster Drills ▪ Fire ▪ Tornado ▪ Violence ▪ Intruder <p>Maintain building security</p> <ul style="list-style-type: none"> ▪ Locked entry ▪ surveillance cameras in all classrooms, cafeteria and hallways ▪ Visitor sign-in badges ▪ Student /Teacher sign-out in front office ▪ (Locked door in Main Office so that there is no unguarded access to the students) <p>Ensure student safety by:</p> <ul style="list-style-type: none"> ▪ Limiting accessibility to students by non-school employees ▪ Making custody papers available to appropriate personnel. ▪ Monitoring students before, during and after school. ▪ Displaying evacuation procedures and routes in each room. <p>Continue current programs that promote awareness of safety issues such as:</p> <ul style="list-style-type: none"> ▪ contacting parents when a child is absent ▪ Fire Prevention Week <p>Continue SDFSC activities on campus</p> <ul style="list-style-type: none"> ▪ Red Ribbon Week <p>Continue other complementary activities on campus</p> <ul style="list-style-type: none"> ▪ anti-bullying and violence 	<p>Principal Teachers/aides Counselor Crisis Response Team Student Support Services personnel</p>	<p>Planning & Preparation time Training fees as applicable Crisis Plan Materials and supplies to support training Signs posted on all exterior doors Surveillance cameras Office sign-out sheets Visitor badges Evacuation maps Meeting District/Campus Budget</p>	<p>August - June Monthly</p>	<p>Meeting Agendas Sign-in Sheets Drill documentation Agendas and documentation of staff meetings</p>	<p>Annual report submissions and year's end program review will be used to determine acceptable status achieved for ensuring a safe and orderly campus climate.</p> <p>Campus Security Audit</p>

Goal 1: Ensure the academic success of all students, inclusive of students in special populations					
Objective 1.4: Dr. M.L. Garza-Gonzalez Public Charter School will continue to improve and support the District/Campus Technology Plan					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>Maintain inventory of all equipment to ensure that staff and students have access to technology needed to complete academic assignments, reports and communication.</p> <p>Keep equipment available to students and teachers during remote instruction.</p> <p>Maintain current software to communicate with outside federal, state and local agencies for reporting purposes.</p>	<p>Principal Technology Coordinator</p> <p>On-site technology staff</p> <p>External Specialist</p> <p>Teachers</p> <p>Parents</p>	<p>ESC training fees as applicable</p> <p>Materials to support training</p> <p>ESC 2 training catalog</p> <p>ERATE</p> <p>Staff Development sign in sheets</p>	<p>January</p>	<p>ESC training certificates</p> <p>Sign In Sheets</p>	<p>Campus Technology Surveys</p>
<p>Provide resources to enable administrators to search for information on student performance, staff demographics, and school and District accountability ratings.</p> <p>The Student Assessment System is used for accessing student data.</p>	<p>Principal</p> <p>On-site technology staff</p>	<p>ESC training fees as applicable</p> <p>Materials to support training</p> <p>ESC 2 training catalog</p> <p>Staff Development sign in sheets</p> <p>ESC training certificates</p>	<p>August-June</p>	<p>Training during or before the first 6 weeks of each academic year.</p> <p>Meeting Agendas</p> <p>Sign-in Sheets</p> <p>Agendas and documentation of staff meetings</p>	<p>State Accountability System Rating</p> <p>TAPR Indicators</p> <p>STATE ACCOUNTABILITY RATINGS Indicators</p> <p>Campus Baselines and Benchmarks</p>

<p>The district will provide flexible staff development on specialized technologies such as:</p> <ul style="list-style-type: none"> o Promethean boards o scanners, o digital cameras, o LCD Projectors, o Software (MS Office) o teleconferencing o programmable calculators, o digital video cameras, o printers, o document cameras, , o security cameras, and o troubleshooting <p>as appropriate and as needed.</p>	<p>Principal On-site technology staff Teachers & aides Counselor</p> <p>Student Support Services personnel Parent Inv Coordinator PEIMS Coordinator</p>	<p>ESC training fees as applicable Materials to support training</p> <p>ESC 2 training catalog Staff Development sign in sheets</p> <p>ESC training certificates</p>	<p>August - June</p>	<p>Training during or before the first 6 weeks of each academic year. Meeting Agendas</p> <p>Sign-in Sheets</p> <p>Agendas and documentation of staff meetings</p>	<p>Monitor the Practical Application of the Technology processes taught throughout the semester at the End of Year</p>
<p>Training for teachers and library media specialists to collaborate on integrating technology within the core curriculum to encourage information literacy, technology literacy, and student academic success will be provided. On a flexible, as-needed basis, library staff will provide training to students, campus staff, parents, and community members on the use of the latest library resources</p>	<p>Principal Teachers & aides Parents Students Parent Inv Coordinator</p> <p>Educational software</p>	<p>Materials to support training</p>	<p>August-June</p>	<p>Training during or before the first 6 weeks of each academic year. Meeting Agendas Sign-in Sheets Agendas and documentation of staff meetings</p>	<p>Survey</p>
<p>Technology will be integrated and used to increase the effectiveness of instruction and student learning, which will result in meeting State Accountability ratings of all standardized tests for students in grades 3-8.</p> <p>Utilize the latest technology to assist teachers in fully implementing and integrating technology with their curriculum. This will be used in conjunction with online curriculum purchased from the Education Service Center Cooperative.</p>	<p>Principal Tech. Staff Teachers and Staff</p>	<p>Planning, Preparation, Training time</p> <p>STAAR Online</p> <p>Promethean Technology Plan</p>	<p>August June Monthly</p>	<p>Sign-in Sheets Agendas and documentation of staff meetings Training Certificates</p>	<p>2019 State Accountability Ratings</p>

Goal 2: Dr. M.L. Garza-Gonzalez Public Charter School will recruit, promote, support, evaluate and hold accountable competent, highly qualified, and motivated professional staff.					
Objective 2.1: Dr. M.L. Garza-Gonzalez Public Charter School will promote/support qualified motivated professional staff.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>The Staff Development Plan utilizing face to face and online opportunities will be implemented to:</p> <ul style="list-style-type: none"> ● Increase Technology Usage ● Provide training for working with At-Risk Youth ● Provide transition for Preschool students to Kindergarten (Early Childhood Only) ● Emergency Management ● Parental Involvement ● District/Campus Policy and Procedures ● Research strategies for instructional interventions ● State required training 	Principal Continuous Improvement Team	District Plan Campus Plan Curricular materials Technology equipment Emergency Management Plan Parental Involvement Plan Policies and Procedures	Aug 10-13 Oct 11 Mar 11 June 13	CIT will periodically assess campus SD activities. Staff development Evaluations	CIT report will convey the level of campus support. Log of time spent in professional development activities, Staff Development certificates placed in staff files.
<p>Staff members will be provided opportunities to choose staff development sessions.</p> <p>External Consultant will provide support for teachers through lesson planning, classroom observations, and feedback.</p>	Principal Teacher staff Continuous Improvement Team External Consultant	Faculty meetings time ESC Fee	August - June	Informal interviews of teacher staff development sessions. Training Certificates Observations and feedback documentation	Faculty and staff surveys

Goal 2: Dr. M.L. Garza-Gonzalez Public Charter School will recruit, promote, support, evaluate and hold accountable competent, qualified, and motivated professional staff.					
Objective 2.2: Dr. M.L. Garza-Gonzalez Public Charter School will hold staff accountable by conducting effective evaluation of competent, qualified, motivated professional staff.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>1. The evaluation process for all professional and auxiliary staff will be conducted to comply with highly qualified NCLB standards.</p> <p>2. All professional staff will be evaluated with the T-TESS Appraisal System.</p> <p>3. All non professional staff will be evaluated with a locally created evaluation rubric.</p> <p>4. Performance measures on evaluations and overall school performance measures will determine if staff members qualify for continued employment and/or stipends</p>	Principal Lead Teachers	<p>Evaluation Material</p> <p>Planning</p> <p>Scheduling Times</p> <p>T-TESS Manuals</p> <p>Online professional development</p>	<p>August -June</p> <p>Professional</p> <p>Non -professionals April-May</p>	<p>Teachers will have a walk-through and at least one 50 min. observation.</p> <p>Non Professionals will be evaluated using a locally created rubric.</p>	<p>Summative Annual Conferences.</p> <p>Summary of evaluations.</p>
New hiring procedures will be implemented to ensure that all teaching staff meets the Charter School criteria. to ensure compliance.	Principal Directors Human Resources	<p>Evaluation Material</p> <p>Planning & scheduling time</p>	August -June	Process disseminated to staff.	District and Campus Policies.
<p>A survey will be implemented to assess overall teaching satisfaction on the campus.</p> <p>The survey will be discussed in the Advisory committee meetings to determine campus needs and wants.</p>	Principal Teachers Human Resources	<p>Meeting agendas</p> <p>Planning & scheduling time</p> <p>Handbook</p>	May and June	Campus participation in updating the Handbook.	District and Campus Surveys.
Improve methods to retain staff members on our campus.	Principal Teachers Superintendent Finance Office Human Resources	<p>Meeting agendas</p> <p>Campus Budget</p>	August	Campus Personnel Roster	District and Campus Surveys.

Goal 3: Dr. M.L. Garza-Gonzalez Public Charter School will increase community and parent involvement in the schools.					
Objective 3.1: Dr. M.L. Garza-Gonzalez Public Charter School will promote open and positive communication.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>Create a recruiting effort for community & parental involvement in decision-making.</p> <p>Conduct meetings via online as recommended by CDC.</p> <p>At each required event , parents' input will be encouraged.</p>	Campus Improvement Team	<p>CIT representatives</p> <p>Materials</p> <p>Planning & scheduling time</p>	August -June	Parent's meeting attendance and minutes	Agendas and documentation of CIT meetings conducted. Sign In Sheets
<p>Provide opportunities for parents to be involved in school activities</p> <ul style="list-style-type: none"> ● Provide snacks for evening events ● Child participation events ● Open house meetings ● Six weeks progress reports generate conferences. ● Six weeks parent/teacher conferencing <p>All school activities will be adjusted to meet the CDC guidelines.</p>	Principal Classroom Teachers	Schedule and advertise meetings	August -June	Parent's meeting attendance and minutes	<p>Signature sheets will serve as proof of parental involvement.</p> <p>Teachers will maintain a log of parent contacts.</p>

Goal 3: Dr. M.L. Garza-Gonzalez Public Charter School will increase community and parent involvement in the schools.					
Objective 3.2: Dr. M.L. Garza-Gonzalez Public Charter School will develop strategies to promote positive communication among administration, faculty and staff.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
Staff meetings with mini staff development sessions.	Superintendent Principal Directors	Planning & scheduling time	August-June	Periodic staff surveys	Improvement in overall productivity of district/campus
Provide calendar of events <ul style="list-style-type: none"> • Teachers for school year • Admin staff for reports and deadlines 	Office Staff Parental Inv. Officer	Schedule and advertise events	August-June	Check for staff and parent's knowledge of events.	End of year survey
Utilize email/ for district/campus staff communications. -Provide staff with resources for professional development Utilize BAND communication software to communicate with parents and staff Improve school website and Facebook page.	Principal Faculty & Staff Parent Involvement Liaison	Planning & scheduling time	August-June	All memos and bulletins will be sent through email.	End of year survey
Administrative staff to practice communication policy as recommended by CDC guidelines.	Principal Faculty & Staff	Planning & scheduling time	August-June	Periodic staff surveys.	End of year survey.

Goal 3: Dr. M.L. Garza-Gonzalez Public Charter School will increase community and parent involvement.					
Objective 3.3: Dr. M.L. Garza-Gonzalez Public Charter School will develop strategies for promoting positive campus communication with parents.					
Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
Utilize parental involvement staff to promote parent involvement activities, plan and implement enrichment activities.	Principal Directors	Planning & scheduling time	August-May	Campus information will be posted on the web site.	Web Surveys.
Provide for effective School-Community relations and communication by utilizing telephone, email, website, flyers, and newsletters. Improve and update the District website. Updated Website.	Principal Faculty/Staff	Planning & scheduling time	Monthly	Number of parent involvement activities. Parent/Community member surveys.	End of year Surveys, email receipts, parent and student attendance in activities.
Communicate effectively between home and school. (Parent/teacher conferences) via online, social media, direct BAND app, text, phone, etc. Face to Face communication is at a minimum due to COVID protocol.	Office Staff Teachers and aides	Planning & Preparation time	Weekly	Parent surveys Parent contact logs	Number of contacts made by staff. End of year Surveys.
Promote and provide for open, honest, and positive campus communication by providing staff surveys for evaluation of programs and overall district/campus.	Principal Faculty & Staff	Planning & scheduling time	Every Six weeks	Staff and Parent Surveys.	Results of surveys

Goal 4: Dr. M.L. Garza-Gonzalez Public Charter School will ensure that monitor, evaluate, and submit accurate data reporting.

Objective 5.1: Dr. M.L. Garza-Gonzalez Public Charter School will develop a process to monitor, evaluate, and submit accurate data

Strategy	Staff Responsible	Resources Needed	Timeline	Formative Evaluation	Summative Evaluation
<p>Select a process for accurate data submissions.</p> <ul style="list-style-type: none"> ● Track Leavers/No Shows ● Follow up on withdrawals ● Indicators prior to Fall Submissions <ul style="list-style-type: none"> ○ Economically Disadvantaged ○ At-Risk ○ CTE ○ Bilingual/ESL ○ Leaver Codes Assigned (Weekly) ● Review and revise current attendance monitoring system 	<p>Administration, PEIMS, Testing Coordinator</p>	<p>Planning & scheduling time Maintenance</p>	<p>August -June</p>	<p>Student and teacher surveys.</p>	<p>End of year surveys.</p>