# Dr. ML Garza Gonzalez Charter School

# (178801)

# District Improvement Plan

2018-2021

~~August 28. 2012~~

~~December 2013~~

~~October 2014~~

~~May 2015~~

August 2018

### Mission Statement

**The mission of the Gulf Coast Council of La Raza Inc.’s Charter School is to graduate literate and competitive citizens 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

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| 2018 | 2019 | **Position**  **Parent, Business, Community, Teacher, etc** | **Signature** |
| Alma Dee Dee Bernal | Alma Dee Dee Bernal | Superintendent |  |
| Ricardo Godoy | Ricardo Godoy | Principal |  |
| Rosemarie Rojas | Rosemarie Rojas, Instructional Consultant | Math Teacher and Instructional Consultant |  |
|  |  | Early Childhood Coordinator |  |
|  |  | Truancy Officer |  |
| Kavita Bhatka | Counselor | Counselor |  |
| Anita Hinojosa | Director of Federal Programs | Director of Federal Programs |  |
| Sylvia Segovia | Cathy Saldana | Finance Director |  |
| Celeste Fuentes | Celeste Fuentes | PEIMS Coordinator |  |
| Eli Castillo | Ryan McGee | Director of Technology |  |

### Comprehensive Needs Assessment

### A Comprehensive Needs Assessment was conducted with the Committee on August 2018.

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| **Participants in Attendance** | **Data Sources Examined** |
| Dee Dee Bernal | Texas Title I Priority Schools Goals and Objectives  2017-2018 State Accountability System  2016-2017 State Accountability System  2015-2016 State Accountability System  TAPR Data  TPRS Data  TPRI Data  STAAR Data—disaggregated  2017-2018 Report Card  2016-2017 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  Campus mentor participation records  Homeless population analysis  *Teacher retention data*  *TELPAS*  *Human Resources* |
| Ricardo Godoy |
| Anita Hinojosa |
| Rose Rojas |
| Kavita Bhatka |
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#### Comprehensive Needs Assessment - Summary of Findings

Comprehensive Needs Assessment Summary

School Year: 2017-2018

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| **Data Sources Reviewed:**   * **PBMAS, STAAR, TRPS, TARP** * **Priority School Grant, TTIPS** | | | |
| **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  Increase graduation rate  Staff development in student needs, GED, court ordered students. | Retention of students  Students completers |
| **Student Achievement** | Increase in STAAR scores  Golden performance in Science, Social Studies | Increase exit level test scores in Reading, Math | 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 | Provide intervention strategies to social issues and low esteem barriers | Professional development in 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 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. | Offer courses that enhance the academics.  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 team. | Align STAAR with new exit level assessments |
| **Family and Community Involvement** | High level of parent participation  Parent Advisory meetings are held twice each year  Parents participate in children presentation, field trips, and other activities. | Increase the number of meetings for parents  Broaden agenda for parent advisory meetings to include an awareness component. | Increase the number of advisory committee members.  Increase the number of meeting to every other month.  Expand the meeting agendas  Identify focus of meeting  Provide instruction (awareness) component |
| **School Context and Organization** | Master teacher leads the instruction.  Small staff | Professional development opportunities. | Administrators and teachers have opportunity to attend professional development activities. |
| **Technology** | Integration of technology in instruction.  Teachers engaging students with technology tools.  Monitoring of academic performance using software applications. | Upgrade and update technology hardware and software. Purchase promethean boards. Provide training on the use of current technology. Purchase tablets, mobile computer labs. | Purchase promethean boards.  Purchase tablets for students and teachers.  Purchase current hardware (servers)  Purchase computer charging and storage cabinets  Purchase software.  Provide training. |

#### Comprehensive Needs Assessment - Summary of Findings

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|  | **Data Source** |
| ***During the 17-18 academic year, the all student performance was at 31% in the meets level in core content subjects.*** | ***State STAAR Accountability Ratings***  ***TAPR***  ***PBMAS*** |
| ***STAAR scores grades 3-8 in English, math, social studies, science, reading and writing*** | ***State STAAR Accountability Ratings***  ***TAPR***  ***PBMAS*** |
| ***Dropout rate for Hispanic, economically disadvantaged, at-risk students*** | ***State STAAR Accountability Ratings***  ***TAPR***  ***PBMAS*** |
| ***Graduation rate for Hispanic, economically disadvantaged, at-risk students*** | ***State Accountability Ratings***  ***TAPR*** |
| ***Low Student Enrollment/Retention***  **Develop a systematic process to retain students** | ***PEIMS***  ***PBMAS*** |
| ***Parental Involvement Program not as effective as could be;*** | ***Campus/Parent participation Records; Parent Surveys*** |
| **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** | ***TEA Report and continuous monitoring*** |
| ***Counseling Program*** | ***Parent, community, and student surveys; administration evaluations*** |

###### 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. ML Garza Gonzalez Charter School consists of before and after school tutorials for students at-risk, Parental Involvement Program that includes parent training, 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**\_\_\_\_204\_ \_\_\_** **(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.*

***Optional for Title I School wide schools:***

***At Dr. ML Garza Gonzalez Charter School State Compensatory Funds are used to support Title I initiatives.***

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 7-12 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.

**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.

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| **Program/Funding Source** |  |
| **Federal Programs** |  |
| ***Title 1, Part A*** | ***103,657*** |
| ***Title II, Part A (TPTR)*** | ***8,521*** |
| ***Title II, Part D (Technology)*** | ***10,000*** |
| ***Title IV, Part A (Teacher and Principal Staff Development)*** |  |
| ***ESEA Title VI (Innovative)*** | ***0*** |
| ***Carl Perkins*** | ***1,244.69*** |
| ***Title III, Part A (LEP)*** | ***4,309.65*** |
| **State Programs/Funding Source** |  |
| ***Career/Technical Education*** | ***Flow through funds from ESC*** |
| ***State Compensatory Education*** | ***2,168,269*** |
| ***Special Education*** | ***34,366 + 80*** |
| ***Bilingual/ESL Program*** | ***Flow through funds from ESC*** |

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| 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 17-18 academic year student performance was at \_\_\_31\_\_ % in the meets level in core content subjects.** | | | | | |
| **Strategy** | **Staff Responsible** | **Resources Needed** | **Timeline** | **Formative Evaluation** | **Summative Evaluation** |
| Attain the following passing rates on standardized testing:  a.) Students in grades 3-12 will show academic growth  b) Increase the academic performance of students in grades 3-8 in Mathematics and Reading.  c) all students (in every demographic area) in grades 3-12 will show improvement on state assessment test scores.  d) Improve by 10% or meet requirements in all subjects annually to meet STATE ACCOUNTABILITY RATINGS  e) Provide STAAR materials and Tutors the school year.  f) Reduce the drop out rate  g) Increase the graduation rate  **(Schoolwide Component 1,2,8,9,10)** | Principal  Counselor  Teachers & aides  Campus Improvement Team | Standardized Tests  Planning & Preparation time  Tutoring time  STAAR  Promethean  Campus Budget  Certified Teacher Tutors | August - May | Baseline tests will be given to determine students’ deficiencies.  Benchmark tests will be given and graded to assess mastery level and objectives to re-teach. | State-mandated Exit assessment test  TPRA results |
| At-Risk students will increase at least 10% in each subject on the state EOC and strive to score equal to or above the state average compared to their population group.  Increase the graduation rate  Reduce the drop out rate  (State Compensatory Education)  **(Schoolwide Component 2,9,10)** | Principal  Counselor  .  Teachers & aides  Campus Improvement Team | Standardized Tests  STAAR Online  Tutoring time  Campus Budget  STAAR One | August - May | 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. | State-mandated STAAR test  TAPR  STATE ACCOUNTABILITY RATINGS Indicators |
| A. Benchmarking of students abilities for grade level materials will be as follows:  B. Implement the use of DMAC to process data disaggregation and determine student deficiencies.  C. Identify Students to be grouped by deficiencies and provide tutors to address student deficiencies.  D. Student who enroll later than the first day of school will take the STAAR released baseline Benchmarking test . STAAR benchmark taken in Fall and Spring,  **(Schoolwide Component 2,9,10)** | Principal  Counselor  .  Teachers & aides  Campus Improvement Team | Standardized Tests  STAAR One  Promethean  DMAC | Aug. Nov. Jan. Mar. | Baseline tests will be given to determine students’ deficiencies.  Benchmark tests will be given and graded to assess mastery level and objectives to developing tutoring sessions.. | State-mandated STAAR test  TAPR  STATE ACCOUNTABILITY RATINGS Indicators |
| Special Ed. students will increase their scores on the SDAA and will meet criteria for STATE ACCOUNTABILITY RATINGS and State Accountability  **(Schoolwide Component 2,9,10)** | Principal  .  Teachers & aides  Special Education | Standardized Tests  Planning & Preparation time  Campus Budget  STAAR One | August - May | 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. | State-mandated STAAR test  TAPR  STATE ACCOUNTABILITY RATINGS Indicators |
| A. Tutorials 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.  **(Schoolwide Component 1,2,9,10)** | Principal  .  Teachers & aides | Computers  Promethean  Planning & Preparation time  Tutoring sessions(before, during and after school)  STAAR One  Campus Budget | August  April | Teachers and aides will collaborate daily to coordinate curriculum and activities with tutorial staff. | State-mandated STAAR test  Student sign in sheets (tutoring sessions)  Progress reports  TAPR  State accountability rating system Indicators |
| Campus team meetings to align curriculum and instructional strategies will continue.  **(Schoolwide Component 1,10)** | Principal  .  Teachers | Planning & Preparation time | August - May | Personnel document monthly core team meetings. | Curriculum will be aligned and fluid. |
| Teacher staff team meetings will be conducted every Thursday..  **(Schoolwide Component 1,10)** | Teachers | Planning & Preparation time  TEKS Verification Matrices ordered from ESC13 | Weekly  (Continue) | Teachers document weekly content area team meetings. | Scope and sequence of subject content and teaching strategies. |

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| Inclusion practices to expose all (Special Education) students to age-appropriate development skills will continue.  **(Schoolwide Component 9,10)** | | Principal  .  Teachers & aides  Special Education | | | Planning & Preparation time | | August - May (Continue) | | Schedule students for inclusion in regular classrooms. | | Special Education students will perform satisfactorily to attain their goals.  End-of-year documentation will show a successful and promising practice. | |
| **Counseling program will be expanded and monitored more closely to ensure that case files are open on truant, and to provide crisis family intervention counseling.**  **Counseling focused to encourage and monitoring academic progress of students to achieve completion of high school course requirements.**  **(Schoolwide Component 1,6,10)** | | Principal  Counselor  Teachers  Parents | | | Planning & Preparation time  Counseling Budget | | August -June | | Observation and review of case files.  Number of student and families needing counseling services. | | STAAR scores of students with case files.  Graduation plans  Number of counseling sessions. | |
| Increase student enrollment and retention.  **(Schoolwide Component 1,2,10)** | | Teachers  Principal  Counselor  Registrar  Parent | | | Planning & Preparation time | | August  June | | Weekly observation of student enrollment and withdrawals. | | End of year enrollment, withdrawal, and dropout indicators. | |
| Goal 1: Ensure the academic success of all students, inclusive of students in special populations. | | | | | | | | | | | |
| Objective 1.2: Dr. M.L. Garza-Gonzalez Public Charter School will achieve acceptable status by maintaining student attendance at 96.2%. | | | | | | | | | | | |
| **Strategy** | | **Staff Responsible** | | | **Resources Needed** | | **Timeline** | | **Formative Evaluation** | | **Summative Evaluation** |
| **The attendance rate must be maintained at 96.2% or better for all Dr. M.L. Garza-Gonzalez Public Charter School students.**  **Superintendent and Principal will review Attendance data and a weekly committee meeting will be held with key personnel regarding attendance, court-ordered students, no shows, and leavers.**  **(Schoolwide Component 1,2,10)** | | Principal  Counselor  Teachers & aides  PEIMS coordinator  Truancy Officer  Superintendent | | | Attendance records  Student sign in sheets  Contact records  Court dockets | | August -June | | Six-week reviews of attendance to view attendance patterns.  Weekly reviews and weekly meeting of key staff. | | Annual attendance rate will be at or above 96.2% for the year. |
| Students with exceptional attendance for the school year will be recognized.  **(Schoolwide Component 1,2,10)** | | Principal  Counselor  Teachers & aides  Parental Involvement coordinator | | | Planning & Preparation time  Campus Budget | | May | | Student Recognition activity at the end of each six weeks.  Award assembly recognition for student attendance. | | Annual attendance rate will be at or above 96.2% for the year. |
| The quantity and quality of communications with parents regarding attendance will increase.   * 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   **Parent Involvement Liaison will assist counselors with home visits, etc.**  **(Schoolwide Component 1,2,6,10)** | | Principal  Teachers/aides  Counselor  Parent Involvement Coordinator  PEIMS Coordinator | | | Planning & Preparation time  Campus Budget  Attendance records  Contact sheets  Court dockets | | August -May  Weekly | | 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 96.2% for the year. |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | School will continue to work with PRS students in accordance the TEA rules and regulations as defined by the Student Attendance Handbook. The student’s educational process will continue at the student’s home (homebound services) and will be delivered by a school teacher from the school. The student will also receive health, nutrition, pre-natal and post-natal care and child development education.  **(Schoolwide Component 1,2,9,10)** | Homebound Teacher  Or  And/or  Parental Involvement staff | Lessons from Teachers  Homebound staff  Homebound Binder | August  Daily | PRS attendance  PRS rosters  PRS lessons  STAAR results of PRS students and promotion and Graduation of PRS students | PRS Student Results,  PRS Parent Reports. | | | | | | | | | | | | |
| 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** |
| The Student Code of Conduct will be enforced consistently.   * Dress Code * Tardies * Absences * Classroom Conduct   **(Schoolwide Component 1,2,10)** | | | Principal  Counselor  Teachers & aides | | Student Code of Conduct | | August  - May  Daily | | Weekly review of referrals  PEIMS | | PEIMS Referral reduction  TAPR Indicators  STATE ACCOUNTABILITY RATINGS Indicators |
| Training/strategies for faculty/staff in the following areas will be provided:   * CPR/first aid training discipline management * Suicide Prevention * Conflict Resolution * Violence Prevention * gang prevention * anti-bullying * Child abuse * Sexual harassment * System for safe student restraint * Student Code of Conduct * Classroom Management * Discipline policies * Special Education * Safety/Emergency drills   **(Schoolwide Component 1,2,4,10)** | | | Principal  Teachers & aides  Crisis Response Team  Counselor  Student Support Services personnel  EEOC director City of Corpus Christi  District Personnel | | Planning & Preparation time  Training fees as applicable  Emergency Management Plan  Drills Resources  Current legal requirements  District/Campus Budget | | August -Aug13-19  Oct  Jan  Feb  May | | Meeting Agenda  Sign In Sheets  Completion Certificates | | Staff Development Evaluation Surveys  TAPR Indicators  STATE ACCOUNTABILITY RATINGS Indicators  Sign In Sheets |
| Secure Erate funding  **(Schoolwide Component 1,2,4,10)** | | | Principal  Teachers/aides  Counselor  Student Support Services personnel | | Planning & Preparation time | |  | | Meeting Agendas  Sign-in Sheets  Agendas and  documentation of staff meetings | | USAC reports and responses. |
| Each campus will conduct monthly   * Disaster Drills * Fire * Tornado * Violence   Maintain building security   * 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)**   Ensure student safety by:   * 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.   Continue current programs that promote awareness of safety issues such as:   * contacting parents when a child is absent * Fire Prevention Week   Continue SDFSC activities on campus   * K-12 DAVE Curriculum * Red Ribbon Week   Continue other complementary activities on campus   * anti-bullying and violence   **(Schoolwide Component 1,2,4,10)** | | | Principal  Teachers/aides  Counselor  Crisis Response Team  Student Support Services personnel | | Planning & Preparation time  Training fees as applicable  Crisis Plan  Materials and supplies to support training  Signs posted on all exterior doors  Surveillance cameras  DAVE curriculum  Office sign-out sheets  Visitor badges  Evacuation maps  Meeting  District/Campus Budget | | August - May  Monthly | | Meeting Agendas  Sign-in Sheets  Drill documentation  Agendas and  documentation of staff meetings | | 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.  Campus Security Audit |

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| 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** |
| Texas STaR and Teacher (School Technology and Readiness) Chart as a technology assessment tool will be utilized ensuring 100% of teachers receive staff development in Texas STaR Chart.  Texas STaR Chart will be utilized as our technology assessment for technology planning purposes for campus and district level technology.  **(Schoolwide Component 1,2,9,10)** | Principal    On-site technology staff  Specialist  Teachers  Parents | ESC training fees as applicable  Materials to support training  ESC 2 training catalog  ERATE  Staff Development sign in sheets | January | ESC training certificates  Sign In Sheets | STaR Chart Evaluation  Campus Technology Surveys |
| Provide resources to enable administrators to search for information on student performance, staff demographics, and school and District accountability ratings.  **Use DMAC (Data Management for Assessment and Curriculum) to utilize and train with DMAC to obtain disaggregated data**  **(Schoolwide Component 1,2,9,10)** | Principal    On-site technology staff | ESC training fees as applicable  Materials to support training  ESC 2 training catalog  Staff Development sign in sheets  ESC training certificates | August May  **1. Aug**  **2. November**  **3. January**  **4. March** | Training during or before first 6 weeks of each academic year.  Meeting Agendas  Sign-in Sheets  Agendas and  documentation of staff meetings | State Accountability System Rating  TAPR Indicators  STATE ACCOUNTABILITY RATINGS Indicators  Campus Baselines and Benchmarks |
| The district will provide flexible staff development on specialized technologies such as:   * Promethean * scanners, * digital cameras, * LCD Projectors, * Software (MS Office) * teleconferencing * programmable calculators, * digital video cameras, * printers, * document cameras, * digital microscopes, * security cameras, and * writeable CD drives * troubleshooting   as appropriate and as needed.  **(Schoolwide Component 1,2,4,10)** | Principal  On-site technology staff  Teachers & aides  Counselor    Student Support Services personnel  Parent Inv Coordinator  PEIMS Coordinator  Truancy Officer | ESC training fees as applicable  Materials to support training  ESC 2 training catalog  Staff Development sign in sheets  ESC training certificates | August - May | Training during or before first 6 weeks of each academic year.  Meeting Agendas  Sign-in Sheets  Agendas and documentation of staff meetings | Monitor the Practical Application of the Technology processes taught throughout the semester at the End of Year |
| Training for teachers and library media specialist 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  **(Schoolwide Component 1,2,4,10)** | Principal  .  Teachers & aides  Parents  Students  Parent Inv Coordinator | Materials to support training | August - May  Oct 12 | Training during or before first 6 weeks of each academic year.  Meeting Agendas  Sign-in Sheets  Agendas and  documentation of staff meetings | Survey |
| Technology will be integrated and used to increase the effectiveness  of instruction and student learning, which will result in meeting STATE ACCOUNTABILITY RATINGS and State Accountability ratings for all standardized tests for students in grades 3-EXIT. Utilize 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.  **(Schoolwide Component 1,2,4,10)** | Principal  Tech. Staff  Teachers and Staff | Planning, Preparation, Training time  STAAR Online  Promethean  Technology Plan | August - May  Monthly | Sign-in Sheets  Agendas and documentation of staff meetings  Training Certificates | 2013 State Accountability Ratings  2011-2012 TAPR  2013 PBMAS  2012 STATE ACCOUNTABILITY RATINGS. |
| School will continue to work with PRS students in accordance the TEA rules and regulations as defined by the Student Attendance Handbook. The student’s educational process will continue at the student’s home (homebound services) and will be delivered by a school teacher from the school. The student will also receive health, nutrition, pre-natal and post-natal care and child development education.  **(Schoolwide Component 1,2,9,10)** | Parental Involvement staff | Lessons from Teachers | August  Daily | PRS attendance  PRS rosters  PRS lessons  STAAR results of PRS students and promotion and Graduation of PRS students | PRS Student Surveys,  PRS Parent Surveys |

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| 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** |
| The Staff Development Plan utilizing face to face and on line opportunities will be implemented to:   * **Increase Technology Usage** * **DMAC solutions to disaggregate data** * **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**   **(Schoolwide Component 1,2,4,7,10)** | Principal  Continuous Improvement Team | District Plan  Campus Plan  Curricular materials  Technology equipment  Emergency Management Plan  Parental Involvement Plan  Policies and Procedures | Aug 13-19  Oct 12  Jan 4  Feb 15 | CIT will periodically assess campus SD activities.  Staff development Evaluations | CIT report will convey level of campus support.  Log of time spent in professional development activities,  Staff Development certificates placed in staff files. |
| Staff members will be provided opportunities to choose staff development sessions at the ESC (Minimum of 2, Maximum of 4).  Two sessions will be District/Campus requirement and;  Two others will be selected by the individual staff member.  **(Schoolwide Component 1,2,4,7,10)** | Principal  Teacher staff  Continuous Improvement Team | Faculty meetings time  Core and CAT meetings  ESC Fee | August - May | Informal interviews of teacher staff development sessions.  Training Certificates | Faculty and staff surveys |
| Provide staff memos electronically through school email system. Require staff to use current software for email.  District and Campus enforcement / consequences  **Participation to be included in Staff Evaluations**  **(Schoolwide Component 1,2, 4, 6, 10)** | Principal  Directors  Teachers/Staff | Planning & scheduling time | August - May  Daily | Periodic staff surveys | Confirmation of email receipts. End of year surveys.  T-TESS Appraisals |

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| 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** |
| 1. The evaluation process for all professional and auxiliary staff will be conducted to comply with highly qualified NCLB standards.  2. All professional staff will be evaluated with the T-TESS Appraisal System.  3. All non professional staff will be evaluated with a locally created evaluation which will be annual.  4. Performance measures on evaluations and overall school performance measures will determine if staff members qualify for additional stipends (i.e. TEEG), etc.  **(Schoolwide Component 1,2,3,5)** | Principal  Asst Principal | Evaluation Material  Planning  Scheduling Times  T-TESS Manuals  On line professoinal development | August -June  Professional  Non professional  April-May | Teachers will have walk-through and at least one 40 min. observation. | Summative Annual Conferences. |
| New hiring procedures will be implemented to ensure that all teaching staff is highly qualified as defined by NCLB standards and all staff hired will be immediately evaluated to ensure compliance.  **(Schoolwide Component 1,2,3,5)** | Principal  Directors | Evaluation Material  Planning & scheduling time | August -June  ( Continue) | Process disseminated to staff. | District and Campus Policies.  ESSA Compliance Report |
| A survey will be implemented to access overall teaching satisfaction on the campus.  The survey will be discussed in the Advisory committee meetings to determine campus needs and wants.  **(Schoolwide Component 1,2,3,5)** | Principal  Teachers | Meeting agendas  Planning & scheduling time  Handbook | May and June  (Implement) | Campus participation in updating Handbook. | District and Campus Surveys. |
| Need to hire the following staff for DMLGGCS  **(Schoolwide Component 1,2,3,5)** | Principal  Teachers  Superintendent  Finance Office | Meeting agendas  Campus Budget | 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** |
| Create a recruiting effort for community & parental involvement in decision-making. At each required event ask parent information and ask for volunteers. ( Continue to Improve)  **(Schoolwide Component 1,2,6)** | Campus Improvement Team | CIT representatives Materials  Planning & scheduling time | August -June | Parent’s meeting attendance and minutes | Agendas and documentation of CIT meetings conducted.  Sign In Sheets |
| Provide opportunities for parents to be involved in school activities   * Provide snacks for evening events * Child participation events * Open house meetings * Six weeks progress reports generate conferences. * Six weeks parent/teacher conferencing   **(Schoolwide Component 1,2,6)** | Principal  Classroom Teachers | Schedule and advertise meetings | August -June | Parent’s meeting attendance and minutes | Signature sheets will serve as proof of parental involvement.  Teachers will maintain a log of parent contacts. |
| 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** |
| Combine staff meetings with mini staff development sessions. **Survey every six weeks to determine staff needs**  **(Schoolwide Component 1,2, 4, 6, 10)** | Superintendent  Principal  Directors | Planning & scheduling time | August-June | Periodic staff surveys | Improvement in overall productivity of district/campus |
| Provide calendar of events   * **Teachers for school year** * **Admin staff for reports and deadlines**   **(Schoolwide Component 1,2, 4, 6, 10)** | 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 e-mail/Outlook for district/campus staff communications.  -Improve utilization by providing staff development  **(Schoolwide Component 1,2, 4, 6, 10)** | Principal  Faculty & Staff | Planning & scheduling time | August-June  ( Continue) | All memos and bulletins will be sent through e-mail. | End of year survey |
| Administrative staff to practice open door policy and provide for a feedback policy.  **Need to work to improve staff communications**  **(Schoolwide Component 1,2, 4, 6, 10)** | Principal  Faculty & Staff | Planning & scheduling time | August-June  ( Continue) | 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** |
| Employ a parental involvement staff person to promote parent involvement activities, plan and implement enrichment activities and to make home visits,  **(Schoolwide Component 1,2, 4, 6, 10)** | Principal  Directors | Planning & scheduling time | 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 District web site. Updated Website.  **Consistent Newsletter (Parental Involvement staff to complete)**  **(Schoolwide Component 1,2, 4, 6, 10)** | 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)  **(Schoolwide Component 1,2, 4, 6, 10)** | 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.  **(Schoolwide Component 1,2, 4, 6, 10)** | Principal  Faculty & Staff | Planning & scheduling time | Every Six weeks | Staff and Parent Surveys. | Results of surveys |

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| Goal 4: Dr. M.L. Garza-Gonzalez Public Charter School will provide an appropriate and attractive physical learning environment. | | | | | |
| Objective 4.1: Dr. M.L. Garza-Gonzalez Public Charter School will maintain a learning environment conducive to student success. | | | | | |
| **Strategy** | **Staff Responsible** | **Resources Needed** | **Timeline** | **Formative Evaluation** | **Summative Evaluation** |
| Classrooms will be arranged to provide for an optimal learning environment. This may include (groupings, pairings, etc. at the teacher’s discretion)  **(Schoolwide Component 1,2, 4, 6, 10)** | Teachers and aides | Planning & scheduling time  Maintenance | August | Student and teacher surveys.  Observations.  Principal Appraisal | End of year surveys. |

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| Goal 5: 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** |
| Meet with SBDM Committee and select a process for accurate data submissions.   * Track Leavers/No Shows * Follow up on withdrawals * Indicators prior to Fall Submissions   + Economically Disadvantaged   + At-Risk   + CTE   + Bilingual/ESL   + Leaver Codes Assigned (Weekly) * ***Review and revise current attendance monitoring system***   **(Schoolwide Component 1,2, 4, 6, 10)** | Administration, PEIMS, Testing Coordinator | Planning & scheduling time  Maintenance  DMAC Solutions | August  ( Continue) | Student and teacher surveys. | End of year surveys. |