

Sidney Independent School District District/Campus Improvement Plan 2020- 2021 *waiting for approval*

Committee Members

The following administrators, teachers, and parents serve on the District/Campus Improvement Committee. District/Campus goals and objectives were set based on the needs assessment driven by state data reports. The plan has been approved and adopted by the Sidney School Board Trustees.

Sidney School Board Members

Doug Caffey President
Scotty Vineyard Vice-President
Brad Carriger Secretary
Christy Holland
Paul Lindeque
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James Rucker
Waylon Salinas
Deanna Drummond
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Jasmine Salinas
Jayne Strickland
Karla Strickland
Candice Rust
Michelle Berry
Kristen Pascoe
Becky Caffey

Superintendent
Athletic Director
Principal/Testing Coordinator
Special Ed Teacher
Food Services
Elementary Teacher
Secondary English Teacher
Secondary Math Teacher
Science
Elementary Teacher
Business Owner
Parent/Community Member

Sidney Independent School District

Mission Statement, Goals, and Objectives

Mission Statement

Our mission at SISD is to provide a high quality education for all students within a safe and secure learning environment in order to prepare students for a lifetime of learning and develop necessary skills through rigorous instruction that challenges each student to become successful and responsible global citizens.

Needs Assessment

The Sidney ISD District Campus Committee reviewed the AEIS data and disaggregated STAAR results in order to identify areas of needed improvement. Data summary follows that indicates previous and current results for Reading, Writing, Science, ELA, Social Studies and Math accountability tests. Attendance totals, current graduation plans, and dual credit classes are also taken into consideration

Purpose Statements

1. Increase student performance.
2. Increase parental/community involvement.
3. Provide a safe and violence-free environment.
4. Provide quality instruction.

Students at Sidney ISD will perform to their highest level of potential as a result of successful learning and positive self-esteem.

Sidney Independent School District District/Campus Improvement Plan –

Goals and Objectives

Goal #1: Sidney ISD students will meet or exceed educational performance standards.

Objective #1: Provide instruction that exceeds TEK's and prepares students for state assessments, promotes citizenship and healthy lifestyles, and provides specialized instructions for the needs of all learners.

Objective #2: Increase academic performance in order to meet grade level in Domain 3

Objective #3: Increase standardized reading, ELA, and writing scores.

Objective #4: Increase standardized math scores.

Objective #5: Increase standardized science scores.

Objective #6: Increase standardized social studies scores.

Objective #7: Provide character and health programs that exceed state standards.

Goal #2: Sidney ISD will provide opportunities for students to present accomplishments to parents, and opportunities for parents to become involved in the educational and behavioral decision-making. This includes parents of migrant students as well as guardians of homeless students.

Objective #1: Host student programs and presentations.

Objective #2: Parent involvement committees and organizations such as PTC, Sidney Community Fund, and implementing a Parent Involvement Policy, as well as providing Parent Compact documents.

Objective #3: Improve communication through parent/teacher/student conferences, notification system, and continue to improve LEA website.

Goal # 3: Sidney ISD will provide a safe and violence-free environment that will promote academics while teaching responsibility and respect and improve self-esteem.

Objective #1: Provide a school climate that is safe, orderly, and well maintained.

Objective #2: Initiate character building program across grade levels.

Objective #3: Provide opportunities for student success and recognize such students.

Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners.

Objective #1: Attract, retain, and employ highly qualified teachers, administrators, and staff.

Objective #2: Provide intensive instruction for at-risk students.

Objective #3: Use vertical and horizontal alignment of all curriculum areas.

Objective #4: Provide instructional support for students based on individual needs assessments.

Objective #5: Provide professional development opportunities based on campus goals.

Sidney Independent School District 2020-2021 Improvement Plan Action Plan for Excellence

Goal #1: Sidney ISD students will meet or exceed educational performance standards.							
Objective #1: Provide instruction that exceeds TEK's and prepares students for state assessments, promotes citizenship and healthy lifestyles, and provides specialized instructions for the needs of all learners.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.1.1	Teachers will design a curriculum based on TEKS appropriate for each grade level and course.	All Teachers	Curriculum supplies	June planning and ongoing	Lesson Plans	TEKS for lessons.	N/A
1.1.2	Integration of technology with core curriculum	All Teachers	Computer Lab, 1to1 device for 2 nd -12 th grades and software	Ongoing from August-May	Lesson Plans	Tech Apps applied to lessons	Lab, devices, and server upgrade \$1500 through any grants available
1.1.3	Correlate STAAR objectives in daily lesson plans that follow TEKS. Use STAAR results to determine	All Classroom Teachers	Time for planning and data desegregation.	June and ongoing.	Lesson Plans	Increased STAAR prep, Eduphoria data	FTE's for teacher pay
1.1.4	Supplement curriculum with research based materials for intensive instruction.	STAAR subject areas.	Supplemental materials	January – May (TEKS intensive instruction period)	PO's – Budget and Grants	Increased test results	\$2,000 for supplies from budget and \$5,000 from Title IV Grant

Goal #1: Sidney ISD students will meet or exceed educational performance standards. **Objective #2:**
 Increase academic performance in order to meet grade level in Domain 3

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.2.1	Low-performing students will be quickly and thoroughly identified and assessed.	All Teachers, Principal	Grade reporting and assessment data	Ongoing Daily through end of every six weeks		Increased scores for targeted group	None
1.2.2	Benchmark/STAAR Interim assessments will be administered periodically throughout the year to monitor student progress.	All Teachers, Principal	Eduphoria to collect data, computer devices to administer assessments	November and February	PO and budget	Increased scores for targeted group	Maintain technology \$1500 Eduphoria cost monthly \$256.25

Goal #1: Sidney ISD students will meet or exceed educational performance standards.

Objective #3: Increase standardized reading, ELA, and writing scores.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.3.1	Provide testing remediation for all students based on previous scores and benchmark testing.	All Teachers, Principal	Testing results and supplemental curriculum	Begin in August and ongoing throughout year	PO's for supplemental supplies and student schedules.	Maintain ELA, Lang. scores and Improve Math & Science Scores	\$1200.00 for supplemental materials.
1.3.2	Provide teacher training over TEKS objective areas.	All Teachers, Principal	Available Workshops	Ongoing throughout year.	Training Certificates	Improvement of Test scores and TPRI results	Cost of training, mileage, and substitutes
1.3.3	Supplemental reading and writing materials will be included to enhance the curriculum.	All Teachers, Principal	Supplemental materials such as IXL and Istation (Title I)	Order in June and yearly instruction	PO's for supplemental materials.	Increase in student reading rates and Test scores.	\$800.00 for reading materials and \$5,000 (Title I)
1.3.4	Scheduled Tests in reading, writing and ELA periods	All Teachers, Principal	Instructional materials	Daily instruction	Master Schedule and Testing schedule	Improvement in test results.	Supplies purchased for 1.3.3

Goal #1: Sidney ISD students will meet or exceed educational performance standards.

Objective #4: Increase standardized math scores.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.4.1	Provide TEKS remediation for all students based on previous scores, interim assessment and benchmark testing.	All Teachers, Principal, special ed teacher	Testing results and supplemental curriculum	Begin in August and ongoing throughout year	PO's for supplemental supplies and student schedules.	Increase in math Test results.	\$800.00 for supplemental materials.
1.4.2	Provide teacher training over TEKS objective areas.	principal	Available Workshops	Ongoing throughout year.	Training Certificates	Improvement of Test scores	Cost of training, mileage, and substitutes
1.4.3	Supplemental math programs will be included to enhance the curriculum. IXL online resource through an annual subscription will be used.	All Teachers, Principal, special ed teacher	Supplemental materials Title I Funds	Order in June for following school year Maintain subscriptions	PO's for supplemental materials.	Increase in student math Test scores.	\$3,000 will be used to purchase IXL (Title I)
1.4.4	Scheduled TEKS math periods and additional time set for Math and Science periods in 4-8 th (STAAR Prep last period)	All Teachers, Principal, special ed teacher	Instructional materials	Daily instruction	Master Schedule and Testing schedule	Improvement in test results.	Supplies purchased for 1.4.3

Goal #1: Sidney ISD students will meet or exceed educational performance standards. Objective #5:
Increase standardized science scores.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.5.1	Provide TEKS remediation for all students based on previous scores and benchmark testing.	Science Teachers Principal	Testing results and supplemental curriculum	Begin in August and ongoing throughout year	PO's for supplemental supplies and student schedules.	Increase in science and math Testing results.	\$500.00 for supplemental materials.
1.5.2	Provide teacher training over TEKS objective areas, diverse learners such as At Risk students and Socio Eco-Dis students	Principal	Available Workshops	Ongoing throughout year.	Training Certificates	Improvement of Test scores	Cost of training, mileage, and substitutes
1.5.3	Supplemental science materials will be included to enhance the curriculum.	Principal and Science teacher	Supplemental materials	Order in June and yearly instruction	PO's for supplemental materials	Increase in science STAAR results	\$250.00 for science materials

Goal #1: Sidney ISD students will meet or exceed educational performance standards. Objective #6:
Increase/maintain standardized social studies scores.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.6.1	Provide remediation for all students based on previous scores and benchmark testing.	SS teachers, Principal, Special ed teacher	Testing results and supplemental curriculum	Begin in August and ongoing throughout year	PO's for supplemental supplies and student schedules.	Increase or maintenance of Test results.	\$200.00 for supplemental materials.
1.3.2	Provide teacher training over TEKS objective areas.	Principal	Available Workshops	Ongoing throughout year.	Training Certificates	Improvement of Test scores	Cost of training, mileage, and substitutes
1.3.3	Supplemental social studies materials will be included to enhance the curriculum.	Principal, Social studies teacher	Supplemental materials	Order in June and yearly instruction	PO's for supplemental materials.	Improvement in Testing scores.	\$200.00 for materials.
1.3.4	Scheduled TEKS social studies tutoring periods when appropriate for student	Principal	Instructional materials	As needed	Master Schedule and Testing schedule	Improvement in test results.	Supplies purchased for 1.3.3

Goal #1: Sidney ISD students will meet or exceed educational performance standards. Objective #7: Provide character and health programs that exceed state standards.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
1.7.1	Implementation of healthy eating and exercise program	Principal Food Services SHAC Athletic Director	Square Meals Program and TDA	Begin in August 2018 and ongoing.	PO'S and Budget records	Food Service records and student choices	\$600.00 for cost of program
1.7.2	The Health and Wellness Committee will provide a comprehensive Local Wellness Policy for Sidney ISD	SHAC	Meeting Room	Adoption in 2018 by Board of Trustees	Copy of Wellness Policy	Improvement in student health. Better attendance rate	None

Goal #2: Sidney ISD will provide opportunities for students to present accomplishments to parents, and opportunities for parents to become involved in the educational and behavioral decision-making. Objective #1: Host student programs and presentations.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
2.1.1	Art/Drama programs	OAP Director Elementary teachers	Scripts, Costumes, and set supplies	Christmas/ Spring Programs One-Act Play	Copies of program flyers	Parent sign-in and dates scheduled on calendar	\$400.00 Art \$1,200 OAP OAP stipend of \$600.00
2.1.2	Awards Banquet	All Teachers PTC Members Student Council	Decorations, Awards, Catering	End-of-Year	Screaming Eagle and Yearbook	Awards and Acknowledgment of student success.	\$500.00 PTC funds meal cost

2.1.3	Homecoming Activities	Cheer Advisor	Awards	September	Yearbook and Newspaper	Presentation of Awards	\$100.00
2.1.4	Veterans Day Program	All Staff Principal Student Council	Program materials, decorations, meal supplies	November	Newspaper Announcement	Sign-in sheet of attendees	\$ provided by student council
2.1.5	Athletic Events: Football, Basketball, Track, Cross-Country, Powerlifting, Golf, Cheerleading, tennis	Athletic Director Principal Coaches	Uniforms, fees, supplies, and site maintenance	Year-round	UIL standing and event programs	District standings	\$30,000.00
2.1.6	Livestock Shows	FFA Advisor	Barn Maintenance	Dec-April	Newspaper articles and	Student Placings	\$2500.00 Ag fund

Goal #2: Sidney ISD will provide opportunities for students to present accomplishments to parents, and opportunities for parents to become involved in the educational and behavioral decision-making. Objective #2: Parent involvement committees and organizations.							
Activity	Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate	
2.2.1	Parent-Teacher Committee	D. Drummond Committee Members	Meeting Room	Second Monday of each month	Screaming Eagle, Website	Sign-in sheets	None
2.2.2	Community Livestock Assoc.	C. Caffey	Meeting Room	December January	Screaming Eagle, Website	Sign-in Sheets	None

Goal #2: Sidney ISD will provide opportunities for students to present accomplishments to parents, and opportunities for parents to become involved in the educational and behavioral decision-making.

Objective #3: Improve communication with parents and community.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
2.3.1	Parent/Teacher/Student Conferences	Teachers, Administrators, Parents and Students	Time and place for meetings	As needed	Teacher Documentation	Sign-in Sheet	None
2.3.2	Send Screaming Eagle Newsletter home each Friday via email Upload onto LEA website and Monthly School Activity Calendar	D. Drummond	Computer, copy machine, software and supplies	Every Friday/Monthly	Copies of Newsletter	Improved community involvement	\$75.00 per year.
2.3.3	Post school information on outside digital sign and on school web-site	D. Drummond	Marquee, Letters, and time to update each week.	Weekly	Visual display	Better attendance at school functions.	None
2.3.4	Committee meetings: PTC, Student Council, Sidney Community Fund Community Livestock Assoc. Grade-Placement Committee ARD Committee Health/Wellness Committee DIP/CIP Committee Title I Committee Site-Based Committee	Principal Superintendent FFA advisor Spec Ed All Teachers	Meeting rooms.	One each month or as announced.	Meeting agendas	Sign-in sheets	None

Goal #3: Sidney ISD will provide a safe and violence-free environment that will promote academics while teaching responsibility and respect, and improve self-esteem.

Objective #1: Provide a school climate that is safe, orderly, and well maintained.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
3.1.1	Drug-dog inspections	Principal	Contracted Providers	Random	PO's with payment	Documentation of visit	\$600.00
3.1.2	Building maintenance	Maintenance Superintendent Principal	Tools, equipment, supplies, cleaning materials	Daily	PO's with purchase items and equipment	Campus inspection walk-throughs	\$7500.00
3.1.3	Safety Drills	Principal All Teachers Staff	Bell, Emergency Kits, Attendance Roll	One Drill Each month	Drill Log	Drill Log and Teacher Evaluation of Drill Process	No cost
3.1.4	Teacher Safety Training In Accordance to Sidney Emergence Operation Plan	Principal C. Rust	CPR and First Aid Courses NIMS Training	Update Certifications each year	Certificate of Completion	Completion of Courses	\$350.00
3.1.5	Emergency Kits in each Classroom	Principal Superintendent C. Rust	Supplies for Emergency Kit	Distribute in October	P.O's with supplies purchased	Teacher signature for receipt of kit.	\$550.00 If replacement is needed

Goal #3: Sidney ISD will provide a safe and violence-free environment that will promote academics while teaching responsibility and respect, and improve self-esteem.

Objective #2: Initiate character building program across grade levels.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
3.2.1	Drug-Free Assemblies Suicide Prevention Bullying Prevention	Principal	Program materials from Police Workshops from Region 14 Region 14 Consultant	August, staff development, October and January	Certification, Student Completion Forms, and sign in sheet	Schedule of Program and date on calendar	\$200.00

Goal #3: Sidney ISD will provide a safe and violence-free environment that will promote academics while teaching responsibility and respect, and improve self-esteem.

Objective #3: Provide opportunities for student success.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
3.3.1	Musical/drama programs	PreK-5 th teachers	Scripts, Costumes, and set supplies	Christmas and Spring Programs and One-Act Play	Copies of program flyers	Parent sign-in and dates scheduled on calendar	\$400.00 music \$1200.00 OAP OAP stipend of \$600.00
3.3.2	Awards Banquet	All Teachers PTC Members Student Council	Decorations, Awards, Catering	End-of-Year	Screaming Eagle and Yearbook	Awards and Acknowledgment of student success.	\$500.00
3.3.3	Homecoming Activities	Coaching Staff Cheer Advisor	Awards	Fall 2018 (yearly)	Yearbook and Newspaper	Presentation of Awards	\$100.00
3.3.4	Veterans Day Program	Principal C. Caffey Student Council	Program materials, decorations, meal supplies	November (yearly)	Newspaper Announcement	Sign-in sheet of attendees	\$400.00
3.3.5	Athletic Events: Football, Basketball, Track, Cross-Country, Power lifting, Golf, Tennis. Cheerleading	Principal Athletic Director Coaches	Uniforms, fees, supplies, and site maintenance	Year-round	UIL standing and event programs	District standings	\$35,000.00
3.3.6	Livestock Shows	C. Caffey	Barn Maintenance, Trailer, Pens	Dec-March	Newspaper articles and Screaming Eagle	Student Placings	\$2500.00 Ag fund

Goal #3: Sidney ISD will provide a safe and violence-free environment that will promote academics while teaching responsibility and respect, and improve self-esteem.

Objective #4: Initiate anti-drug programs.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
3.4.1	Drug-Free Assemblies Suicide Prevention Bullying Prevention	Principal	Program materials from Police Workshops from Region 14 Region 14 Consultant	August, staff development October and January	Certification Student Completion Forms, and sign in sheet	Schedule of Program and date on calendar	\$200.00
3.4.2	Drug-dog inspections	Principal	Contracted Providers	Random	PO's with payment	Documentation of visit	\$600.00

Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners.
Objective #1: Attract, retain, and employ highly qualified teachers, administrators, and staff.

Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
4.1.1	Work with major universities to attract highly qualified teachers.	Superintendent Principal	Telephone	As needed	Phone records	Teacher Certifications	None
4.1.2	Secure a waiver from TEA for additional staff development days for targeted areas.	Superintendent Principal	Waiver	By end of year deadline	Attainment of waiver	Staff Development Records	None
4.1.3	Provide assistance and materials for teachers in need of SBEC certification preparation.	Superintendent Principal	Preparation programs and study guides. Financial support for exams.	As needed on testing opportunities.	Records of testing attempts. P.O.'s for preparation programs.	Teacher Certifications	\$800.00 Title I Part A
4.1.4	Provide opportunities for teachers to become G/T, ESL, and Special Education certified. Provide training in needed areas of instructional support.	Principal	SBEC study guides, Region 14 training	Ongoing	Records of Completion of certification or hours of training.	Teacher certification and improvement of instructional accommodations for special needs learners.	\$100.00 per teacher
4.1.5	Consider need to hire additional elementary teachers to provide one teacher per grade level	Superintendent Principal Needs Assessment Committees	Budget review	Spring 2019	Budget	Summary discussion of need and fund availability	Dependent upon # of teachers needed and years of service.

Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners (At-Risk, Migrant, Homeless)							
Objective #2: Provide intensive instruction for at-risk students.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
4.2.1	Provide training opportunities for TEKS objective areas	Principal	Region 14 workshops	Ongoing	Workshop Certificates	Increase in subgroup testing scores	Cost of substitutes and mileage.
4.2.2	Identify at-risk students using state criteria. Identify areas of need for each at-risk student.	Principal	Student records and previous Testing results	By October 2018	At-risk student profile reports	Improvement of grades and test scores for at-risk population.	None
4.2.3	Intensive instruction for at-risk population (RTI)	Principal K. Ward	Supplemental curriculum for needed areas.	Ongoing after identification of needs.	Documentation of instructional program.	Improvement of grades and test scores for at-risk population.	\$450.00 Compensatory funds
4.2.4	Provide after school tutorials and Saturday school as needed.	Principal	Teacher and curriculum	Ongoing	Documented hours of tutorial instruction.	Student attendance rates and grade reports	\$250.00 Comp.Ed.
4.2.5	Identify students at-risk of failing tests and provide additional opportunities for success. Notify parents of student progress.	Grade Level Teachers	Grade Placement Progress Letters	According to PEIMS report	Copies of parent notification.	Student success on mandated tests	\$50.00 – cost of postage and stationary.

Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners.							
Objective #3: Use vertical and horizontal alignment of all curriculum areas.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
4.3.1	Teachers of all student populations work together to provide aligned instruction.	All teachers	Time for planning.	Ongoing	Staff meeting agenda.	Copy of curriculum accommodations	None

4.3.2	Subject teachers meet to align grade level TEKS.	All teachers	Planning Time	Ongoing	Department Meeting agendas.	Copy of aligned curriculum	None
4.3.3	Grade level teachers will meet and develop cross-curricular activities that will increase student learning.	Grade Level teachers	Planning Time	Ongoing	Teacher meeting agendas.	Lesson Plans with aligned concepts.	None
4.3.4	Provide professional development opportunities for teachers to learn strategies for curriculum accommodations.	All subject/grade level teachers	Region 14 training	Ongoing	Workshop certificates	Lesson Plans with accommodations listed.	Substitute pay and mileage.

Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners.							
Objective #4: Provide instructional support for students based on individual needs assessments.							
Activity	Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate	
4.4.1	Identify at-risk students using state criteria. Identify areas of need for each at-risk student.	Principal	Student records and previous STAAR results	By October	At-risk student profile reports	Improvement of grades and test scores for at-risk population.	None
4.4.2	Provide professional development opportunities for teachers to learn strategies for curriculum accommodations.	Principal Teachers	Region 14 training	Ongoing	Workshop certificates	Lesson Plans with accommodations listed.	Substitute pay and mileage.
4.4.3	Provide opportunities for teachers to become G/T, ESL, and Special Education certified. Provide training in needed areas of instructional support.	Principal	SBEC study guides, Region 14 training	Ongoing	Records of Completion of Certification or hours of training.	Teacher certification and improvement of instructional accommodations for special needs learners.	\$100.00 per teacher for certification cost

4.4.4	Provide TEKS remediation for all students based on previous scores and benchmark testing.	Principal Teachers	Testing results and supplemental curriculum	Begin in August and ongoing throughout year	PO's for supplemental supplies and student schedules.	Increase Test scores in all areas of testing.	\$1800.00 for supplemental materials.
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Goal #4: Sidney ISD will provide quality instruction that meets the needs of diverse learners. Objective #5: Provide professional development opportunities based on campus goals.							
Activity		Person(s) Responsible	Resources needed	Timeline	Audit	Evaluation	Cost Estimate
4.5.1	Provide training opportunities for TEKS objective areas	Principal	Region 14 workshops	Ongoing	Workshop Certificates	Increase in subgroup scores on tests	Cost of substitutes and mileage.
4.5.2	Provide professional development opportunities for teachers to learn strategies for curriculum accommodations.	All subject/grade level teachers	Region 14 training	Ongoing	Workshop certificates	Lesson Plans with accommodations listed.	Substitute pay and mileage.
4.5.3	Secure a waiver from TEA for additional staff development days for targeted areas.	Principal	Waiver	By end of year deadline	Attainment of waiver	Staff Development Records	None
4.5.4	Campus/District planning committee will review testing data and assess needs of campus. Committee will then adopt goals for instructional improvement and student success.	DIP/CIP Committee	Testing data, campus walk-through, and AIES reports	By end of October	Copy of Campus Improvement Plan	Increase in campus rating and student scores on state assessment.	None