

**Donna Independent School District**  
**3D Academy**  
**2021-2022 Campus Improvement Plan**



# Mission Statement

**The mission of 3D Academy is to provide a rigorous and supportive learning environment with meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking that ensures educational excellence for all students.**

## Vision

We envision 3D Academy as being an exemplary school staffed with highly qualified individuals working collaboratively to graduate college, career, and military-ready students who will be a powerful force for positive change in our community.

## Core Beliefs

1. We believe that every student can perform at or above grade level and graduate prepared for college and/or the workforce. As a result, we are determined to
  - Provide a vertically aligned rigorous curriculum (PK-16).
  - Provide well-planned student-centered instruction that focuses on project-based learning with real world connections.
  - Provide accurate, meaningful and authentic assessment of students' mastery of knowledge and skills.
2. We believe that educators have the most powerful impact on student achievement. As a result, we are determined to
  - Attract and retain highly qualified staff.
  - Provide ongoing targeted staff development.
  - Provide the most current research-based and state of the art instructional resources.
3. We believe that educational equity and excellence will eliminate the achievement gap. As a result, we are determined to
  - Provide opportunities for every student to learn in a manner that is consistent with his/her learning style.
  - Afford each student targeted instructional interventions to ensure academic success with a rigorous and relevant curriculum.
  - Provide every student with equal access to outstanding, well-prepared teachers and high quality instructional resources
4. We believe that every student must be educated in a safe, welcoming, effective, and innovative learning environment. As a result, we are determined to
  - Enforce the policies of the Donna Independent School District's adopted Student Code of Conduct.
  - Provide security measures at all campuses to establish a learning climate of mutual respect.
  - Ensure that every staff member, campus, and classroom is supportive of all students and their unique differences.
5. We believe that our school district must be a model for sound fiscal responsibility and integrity. As a result, we are determined to
  - Establish policies and procedures to promote ethical practices in all areas of fiscal management.

- Provide periodic audits to ensure that all staff and outside providers are committed to following sound fiscal practices.
- Provide staff training to encourage ethical conduct and a commitment to compliance with the state and federal laws.

6. We believe that engaged parents and guardians impact a student's academic and personal development. As a result, we are determined to

- Schedule Parent Sessions to inform parents about the academic programs and instructional opportunities available to their child.
- Accommodate parents' work schedules when creating parent involvement opportunities.
- Keep parents informed of their children's performance and school activities (i.e. notes, telephone calls, newsletters, conferences, meetings, etc.).

7. We believe that a supportive community is fundamental to achieving and sustaining our success. As a result, we are determined to

- Involve community members by inviting them to serve on school and district committees.
- Develop partnerships with business, civic, and academic organization to provide opportunities for students to develop leadership and citizenship skills.
- Ensure that our community is supportive of the district's goals by informing the community of pertinent school activities and successes.

8. We believe that communication, collaboration, and coordination at all levels are essential to district success. As a result, we are determined to

- Work as unified team to find solutions to the district's most pressing issues.
- Require that every project specify the persons responsible to facilitate proper coordination of efforts.
- Develop a communication plan for every new initiative in order to ensure that all stakeholders are well informed.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Enrollment numbers at 3D Academy decreased from the previous school year. As per the Fall 2019 TSDS Snapshot, 146 students were enrolled for the fall semester compared to 158 total students from the previous year. Overall, 3D Academy had a total of 252 students enrolled during the 2019-2020 school year (a 15% decrease from last year).

3D Academy is made up of rural area students with 46-52% of its population being LEP students, 45% ESL students and 9% special education students. 99% of its students are identified as Hispanic with a 50/50 males-females percentage (54% - 46% in the summer). Currently, 3D Academy enrolls students from grades 9-12 and who are in danger of not graduating with their cohort or students who have fallen behind due to their past records at their home campus. All students enrolled at 3D Academy are interviewed to ensure they are coming voluntarily and to make sure our campus will be able to meet their needs. Students are invited to enroll and take advantage of the multiple opportunities provided at 3D Academy.

Students who enroll at 3D Academy have not exited their respective programs but do eventually meet the graduation requirements in spite of their at-risk identification. 100% of all 3D Academy's students are "at risk" students. Student categories for at-risk include: student failure to meet standards on STAAR exams, students not passing to next grade level due to insufficient credits, the student is a parent, the student has been placed in AEP and students is identified as LEP and or a drop-out. Students continuously enroll or withdraw due to various reasons and stability is usually lacking for a large portion of our students; hence, the campus mobility rate is at 87%.

With regards to staff demographics, staff members at 3D Academy are comprised of 1 Administrator, 1 Dean of Instruction, 1 English Strategist, 1 Counselor, 1 Nurse, 1 Student Liaison, 3 Math Teachers, 2 Science Teachers, 3 ELA teachers, 3 Social Studies Teachers, 1 BIM teacher (dual assignment from DAEP), 1 Special Education Teacher, 1 Special Education Instructional Aide, 1 Secretary, 2 Clerks, 2 Custodians, and 1 Security Guard. 70% are females, 30% are male. 97% of staff is Hispanic. One of the strengths at our high school is the low student to teacher ratio, which allows students to benefit from everyday targeted, focused, data-driven instruction (this resulted in an increase number of students who received an approaches performance level on their EOC exam).

### Demographics Strengths

1. 3D Academy has a good teacher student ratio.
2. 3D Academy's teacher turnover rate is excellent (reasons teachers leave 3D Academy are retirement or job promotion)
3. Flexible opportunities of all students.
4. Experienced teachers.
5. Assessment data showed growth.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** There is high number of attendance problems and a high percentage of students are at risk of losing some or all of their credits due to insufficient attendance. **Root Cause:** Students have a history of truancy problems due to real life challenges (e.g. lack of childcare, legal problems, lack of home stability) that need to be addressed.

**Problem Statement 2 (Prioritized):** There is a lack of CCMR programs available to our students at 3D Academy. **Root Cause:** 3D Academy lacks MOUs with outside agencies to provide students with CTE course options and has no CTE teachers on campus to provide students with CTE courses. Furthermore, 3D-Academy scheduling interferes with CCMR classes at the high school thus limiting the opportunities for its students to take courses at DHS or DNHS.

**Problem Statement 3:** There was a lower number of student enrollment **Root Cause:** Lack of advertisement or community awareness on behalf of the school.

# Student Learning

## Student Learning Summary

Student achievement data is disaggregated and interpreted using multiple sources which include: six weeks passing and failing averages, credits earned, student attendance, TELPAS ratings, special accommodations for instruction and assessments, Student Learning Objectives, and individualized content STAAR assessment scores.

3D Academy follows a non-traditional calendar which is broken into trimesters. Hence, one six weeks equates to one semester. Every six weeks students either pass or fail which results in a received credit. Each credit earned allows the student to inch closer to graduation and move up a grade level. Nonetheless, given the calendar that we follow, students who are consistently absent for unexcused reasons will not benefit from 3D Academy.

Integrated accommodations allow 504 students and special needs students to advance at a comfortable pace. However, due to the acceleration of the curriculum, some quality/quantity of the curriculum may be absent. Furthermore, it is often difficult to rely on the assessments as good indicator for the students' academic progress particularly given that students rely on the IGC process to graduate (this happens more frequently with Eng. I and II EOC's).

In the past, the goal of 3D Academy has been to prevent dropout rates and provide credit recovery to the point the students meet their graduation requirements. The importance of the EOC's was primarily to ensure students passed 3 of the 5 in order to qualify for the IGC process. To increase the significance placed on these assessments, students were made aware that an increase in their scale score was expected in order to receive a positive recommendation by the IGC committee. However, this practice is changing and the goal for 3D Academy is to ensure students are CCMR by the time they graduate.

At 3D Academy, students have the opportunity to receive multiple credits throughout the school year. Within a six weeks times, or trimester, a student receives a half credit for every class they pass. In most cases, a student can garner up to 2-3 credits per six weeks if they are actively attending and participating in class. Additionally, every student is concurrently enrolled in an Edmentum course (PLATO) where they can also get more credits. Within a week, a student can get an entire credit through PLATO if they finish all the simulated lessons and coursework. Due to the accelerated time frame 3D Academy follows, students who are actively participating and attending classes are making the most progress. Hence, not only are they receiving the most instruction throughout the six weeks, but they are also picking up many credits; and in turn being prepared to pass any content area STAAR assessments they need.

3D Academy is already considered an intervention campus, therefore, within every classroom small groups, differentiated and shelter instruction strategies are constantly in use. Students who are actively seeking out tutoring or that are attending EOC camps get a chance to clarify any misconceptions about content with their teachers before an assessment. These students get an in-depth explanation and one on one time with the teacher covering core content. 2019 Fall EOC data was positive and showed improvement in most areas. Our US History department surpassed the set goal for our Targeted Improvement Plan's Cycle 2, and overall there was improvement in the percentage of students achieving approaches performance level on the state exams.

### FALL EOC DATA:

**Eng 1:** 38% app (+22), 3% meets (-4), 0% masters (0),

**Eng 2:** 14% app (+5), 6% meets (+4), 0% masters (0),

**Alg.1:** 82% app (+31), 18% meets (+10), 9% master (+6),

**US:** 73% app (0), 40% meets (+22), 8% masters (+4),

**Bio:** 67% app (+10), 0% meets (-9), 0% masters (0)

As for the attendance and drop-out rates, as in any alternative public school, mobility and apathy play a significant and negative impact on academic and graduate performance. Attendance continues to be a problem at 3D Academy and efforts have been made to improve in this area. This year, students with perfect attendance were rewarded with meals and were allowed to participate in various campus events. Nonetheless, our attendance still suffered and dropped as low as 45% with a high of 72% average.

Students with consistent attendance rates make the greatest annual progress. They earn the most credits and have the highest passing rates for state assessments. All entering students are capable to making projected growth. However, it is the students who attend tutoring and are actively participating in class that are showing the most significant signs of projected growth. Additionally, all enrolled students are being taught in small teacher to student ratio classes, which helps them benefit from sheltered instruction practices. This allows their progress to spread throughout all the content areas despite if they are ELL, Special Education or 504.

### **Student Learning Strengths**

Our campus has a good student to teacher ratio thus improving student outcomes (individualized teaching and tutoring).

Implementation of trades in our campus improved.

Aligned curriculum and developed action plans.

Targeted instruction through SLO development

Experienced content area teachers

Shared conference period to allow collaboration between teachers to discuss best practices

Sharepoint (curriculum, scope and sequence, differentiated instruction)

Project Rise (Staff development/Master Teachers)

EOC Review materials provided by central office directors (SS)

### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1:** Scope and sequence and assessment calendars are lacking in some of the content areas. **Root Cause:** Lack of support/guidance/feedback/collaboration and no follow through from central office directors

**Problem Statement 2:** Attendance rates are below the standard. **Root Cause:** Domestic instability, lack of childcare, physical & mental conditions, and economic disadvantages all contribute to student absenteeism.

**Problem Statement 3:** Lack of technology resources/supplies, Wi-Fi access, and infrastructure. **Root Cause:** Technology spending in schools can be very costly, the lack of Internet access is evident for students who live in rural areas or come from a low social-economic background, and infrastructure; the need to expand learning space that is more inviting and interesting.

**Problem Statement 4:** Low concurrent enrollment and CTE staff. **Root Cause:** Many students lack interest, have jobs, and/or are not prepared or can handle the stress that comes along with the demands of college. CTE staff may be low because our campus does not have the facilities or the workplace to teach trades, and it may have a rigorous work



schedule.

# School Processes & Programs

## School Processes & Programs Summary

All teachers and instructional aides meet the appropriately certified requirements as per the TEA. Every teacher at 3D Academy is provided with opportunities to attend Professional Development involving best practices in and around their area. Departmental Instructional Planning Days are scheduled strategically throughout the calendar year and the campus Principal along with the content strategists and Dean will review the data to plan for professional development. This in addition to teacher's goals and student learning objectives collectively play a role in determining what professional development to plan throughout the year. All professional development is discussed via department meetings and then submitted to the principal for review. Region I, IEP training, Sheltered Instruction, TCSS (Texas Council for the Social Studies), CAST (Conference for the Advancement of Science Teaching), RGVA (Rio Grande Valley Science Association of Texas), are but a few resources teachers have available. Implementation is monitored via walk-throughs, coaching sessions and T-TESS. 3D Academy's goal is to retain 97% of its staff and to maintain 90% attendance rate.

Follow-up data regarding teacher performance is provided to teachers via Eduphoria using the T-TESS format and walk throughs. Donna ISD recruits highly qualified and effective staff through the use of job fairs, the Donna ISD website, and newspaper ads. Once the interview process is completed, recommendations are then submitted to the board for approval. Our staff attendance rate is within goal.

During the registration process, students and family members are given the opportunity to meet with campus administrators and counselors. The meetings allow significant information to be communicated regarding our program, rules, and expectations. For instance, a student code of conduct is distributed to each party to ensure campus policy and procedures are understood. Students and family members are also educated on how to be successful in our program. Therefore, they are informed on the importance of obtaining credits, attending school on a daily basis, and maintaining good behavior. Throughout the school year, family members are continuously encouraged to be involved in their child's education. Parent phone calls and home visits are made in an effort to contact families regarding their child's education and to inform them on the importance of their involvement. Families are also invited on campus to meet with teachers to view their child's classroom work or to discuss any questions or concerns they may have. As 3D Academy services predominantly Spanish speaking households, all information distributed to students and parents is provided in both English and Spanish. The majority of staff members are bilingual and can effectively communicate with families, as the translation is required.

For the students residing at home, parents are included in their child's education by assisting in financial aid sessions. During the financial aid development, parents are required to input information, as well as provide employment documentation. Parents are also a part of the CLPAC and DLPAC committee, which includes them in the decision making process at the campus and district level. In 504 and ARD meetings, family members are invited to help the campus determine ways the student can be successful in their education. South Texas College and Texas Workforce representatives are also invited to ARD meetings to provide information and assist the student in their post-secondary education. To help students and families with the necessities they may need, various clothing and shoes are donated. They are also provided with additional information on agencies that can offer financial assistance, such as 211. If a student requires help with medical or personal issues, they are referred to organizations that can assist with their specific need. For instance, Nuestra Clinica del Valle, John Austin Pena, Palmer Drug Abuse Program, Behavioral Health Solutions of South Texas, Youth Recovery Community, Buckner Star Program, Teaching & Mentoring Communities, along with Texas Health and Human Services assist students and families with health care, counseling, crises intervention, and substance abuse. In addition, our campus partners with the Mothers of Preschoolers Program (MOPS), Valley AIDS Counsel, and LUPE to further assist and support students and families.

For the special population on campus, the inclusion teacher and paraprofessional provide instructional accommodations and support. The Individual Education Plan of the special education student and Individual Accommodation Plan of the 504 students determine the type of assistance provided. The districts social worker and school psychologist also provide counseling services to students in need of additional assistance. The counselor and a school strategist are available to help migrant students stay on track with their education and attendance. A home instruction program also assists pregnant and teen mothers with continuing and completing their education. In addition, teachers are provided with professional development on sheltered instruction and differentiated instruction to help them implement strategies for the EL population, as well as to increase the academic success for all diverse learners on campus. An ESL and ELA strategist provides additional assistance to teachers who need help creating and implementing sheltered instruction. At the beginning, middle, and toward the end of school year, LPAC meetings are arranged to determine the essential modifications or accommodations needed for each EL student. The services listed have been effective in helping the at-risk students complete their credits needed for graduation.

3D Academy also partners with various organizations to assist students with post-secondary education. For example, Texas State Technical College, South Texas College, Brightwood College, The University of Texas-RGV, The University of Cosmetology Arts & Sciences, and Vogue College provide students with detailed information on their institution, such as the services they can provide, along with degree plans. Field trips and transition fairs help to provide students with the opportunity to tour different campuses and seek clarification on the services provided by the organization. In addition, a TAMUK career interest inventory assists students in exploring job opportunities and obtaining information on qualifications needed to pursue a chosen career. Furthermore, Texas Workforce Solutions offers a job readiness training for special education and 504 students interested in learning how to create a resume, complete an application, and conduct a proper interview. The family and community involvement has helped to improve student knowledge, experience, and has helped to create a positive campus culture.

### **School Processes & Programs Strengths**

1. Teachers receive support & feedback via Project RISE Master teacher and walk-throughs.
2. Teachers are provided with opportunities to attain professional development throughout the year.
3. Efforts are made to include all stake holders in the decision-making processes.

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** There is low parent/family involvement at 3D Academy. **Root Cause:** 3D Academy students often do not have the supports at home and/or parents are unaware of the available opportunities for them to get involved at school.

**Problem Statement 2:** There is a lack of promotional outlets for family and community involvement. **Root Cause:** The campus has not provided parents and the community members with additional opportunities to be further involved with our program.

**Problem Statement 3:** 3D Academy's discipline plan does not effectively address students' behavior. **Root Cause:** There is a lack of effective interventions and/or consequences for students who get written-up.

**Problem Statement 4:** Training opportunities for non-exempt employees is not always available. **Root Cause:** Training and/or funding is not always available for the support staff to attend training.

**Problem Statement 5:** There is a lack of volunteer opportunities, internships and job shadowing available. **Root Cause:** Partnerships with outside agencies or organizations have not been fully established.

# Perceptions

## Perceptions Summary

Students describe the campus as a clean and flexible learning environment, where they are able to complete their credits, pass their STAAR exams, and obtain their high school diploma. Teachers believe the campus creates an environment which fosters important relationships between teachers and their students, through smaller class sizes and increased opportunities to know their students. These relationships promote student learning and successful completion of graduation requirements. Students appreciate the flexibility of scheduling and the rapid pace possible, allowing them to catch up on their credits. When students visit the campus with the hopes of registering, they are immediately welcomed by the front office staff. They then meet with the school counselor and school principal to discuss the program requirements, class schedule, and are allowed to ask any questions they might have. Both students and staff share the same mission. We want the students of 3D Academy to complete their graduation requirements college, career, and military ready. The school counselor, office staff, and teachers are always available to answer questions and direct students throughout the day. The attention given to each student creates a greater sense of belonging and shows a concern for their well-being and success. The staff at 3-D Academy genuinely care about the helping each student graduates and reach their full potential. Our campus is small, so students get to know each other and have the opportunity to work together towards similar goals. Teachers feel the small class sizes make it easier to give each student the individual attention they need and are able differentiate instruction to better target the student's needs.

Our campus has some effective safety measures in place. We have a full-time security guard on campus, all doors are locked, and all visitors must announce themselves via knocking or by phone and report to the main office. All students are required to sign out whenever leaving the campus early. All school personnel are required to wear photo identification tags. As an additional security measure, our campus is partially fenced in and we have security cameras. Unfortunately, we have walls to our computer labs and offices which are completely glass; these are covered with motivational posters in order to obscure the view inside. However, they could be easily shot and broken to reveal students inside and these rooms have no secondary exit. Some classrooms have windows but no way to open them, should an emergency arise. Portable buildings, like the classrooms, need to have secondary exits and be made more secure. The portable doors need to have a peep hole so that teachers can see out before opening their doors. Ensuring student, teacher and staff safety makes it easier for teachers to teach and for students to learn.

The majority of our students are satisfied with the school's culture and climate. They feel our campus provides a relatively safe environment, conducive to learning. While students are satisfied with our campus, we still continue to have a problem with attendance, tardies and cell phone abuse. Some of our students have jobs and families outside of school that they must prioritize, which in turn affects their attendance and punctuality. In order to encourage attendance, office staff make daily phone calls to the homes of students who are absent. If the student continues to be absent, home visits are made by our Community Liaison. Students with high absenteeism are referred to truancy court when no other option is available. However, those with good attendance are rewarded with meals, field trips, and public announcements. Some of our students have never traveled outside of the Valley and would benefit greatly from field/lessons trips both locally and outside of the RGV. These trips could be a means of instruction and a way to encourage good campus behavior and attendance.

Most of the discipline problems that arise at our campus result from students leaving campus without permission, being insubordinate/disrespectful, and/or drug related issues. Each year, students are informed about the adverse effects of drugs and alcohol, as well as the consequences they will face if they are under the influence or in possession of controlled substances on campus. The K-9 unit occasionally visits our campus to sweep for drugs. Every year the school counselor meets with students to discuss and discourage bullying. Any incidents of bullying are handled immediately by campus administration. Disciplinary removals to DAEP have occurred primarily due to drug-related offenses. Discontinuance of school enrollment is rare and is usually due to the student's failure to comply with school attendance, conduct, and academic policies.

3D Academy has not had many problems related to gangs or weapons. The majority of our discipline problems are insubordination or drug related. Students are informed about the adverse effects of drugs and alcohol and about the disciplinary actions that follow drug-related offenses. If students are caught under the influence of drugs or alcohol, they are removed from campus and sent to DAEP. Our academic counselors are able and willing to provide counseling services to any student who requests them.

Each year, the academic and behavioral practices are reviewed by the school administration, with the oversight of the superintendent. Our strategies have proven to be effective for preserving an overall safe learning environment. The school policies are both proactive and reactive. The walls of our campus are covered in motivational posters meant to encourage and motivate students to succeed. Classroom management and organization has not been a major problem at our campus. Due to the small class sizes, teachers are better able to manage their classrooms. Our staff does not need to write referrals often; most problems are managed effectively in the classroom. However, at times students

having conduct issues may be sent to the office where they conference with the school principal in order to reach a solution. Due to successful classroom management techniques, student achievement is able to continue growing.

3D Academy is an alternative campus so student clubs were not part of the budget. However, all students have the opportunity to participate in activities we have throughout the year (e.g. listening to guest speakers who come and inform our students about various topics, college campus tours that allow our student to experience the different colleges and universities available to them, and field trips). When a student meets their graduation requirements, the student is brought to the front office to ring a ceremonial bell over the intercom. This is a way of congratulating the student and motivating other students to complete their graduation requirements as well.

### **Perceptions Strengths**

Students' perception of their teachers and 3D Academy is favorable.

Student referrals were considerably low this school year.

Stakeholders create high expectations to achieve student achievement.

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** Safety measures in place do not address all stakeholders' concerns. **Root Cause:** Teachers and students located in portables are not as safely secured as teachers and students located inside the main building.

**Problem Statement 2:** Parents/guardians unaware/misinformed of the vision and mission of our campus. **Root Cause:** There is a lack of communication and/or sharing the vision and mission of our campus to all the outside stakeholders.

**Problem Statement 3 (Prioritized):** 3D Academy is looked upon negatively by district students, other schools, and professionals who are unaware of the opportunities provided here.. **Root Cause:** 3D is not positively exposed as it should. 3D has made significant positive contributions to the district, these contributions have yet to be shared with the entire district.

**Problem Statement 4:** Discipline behavior plan in place does not address all behavior concerns. **Root Cause:** Discipline plan in place is exclusionary and does not provide interventions that address behaviors which interfere with student achievement on campus.

**Problem Statement 5:** 3D Academy lacks different clubs, activities, etc. for different student interest groups **Root Cause:** School calendar, attendance problems make it challenging to establish interest groups on campus.

# Priority Problem Statements

**Problem Statement 1:** There is high number of attendance problems and a high percentage of students are at risk of losing some or all of their credits due to insufficient attendance.

**Root Cause 1:** Students have a history of truancy problems due to real life challenges (e.g. lack of childcare, legal problems, lack of home stability) that need to be addressed.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** There is a lack of CCMR programs available to our students at 3D Academy.

**Root Cause 2:** 3D Academy lacks MOUs with outside agencies to provide students with CTE course options and has no CTE teachers on campus to provide students with CTE courses. Furthermore, 3D-Academy scheduling interferes with CCMR classes at the high school thus limiting the opportunities for its students to take courses at DHS or DNHS.

**Problem Statement 2 Areas:** Demographics

**Problem Statement 3:** 3D Academy is looked upon negatively by district students, other schools, and professionals who are unaware of the opportunities provided here..

**Root Cause 3:** 3D is not positively exposed as it should. 3D has made significant positive contributions to the district, these contributions have yet to be shared with the entire district.

**Problem Statement 3 Areas:** Perceptions

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Postsecondary college, career or military-ready graduates
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including coherent sequence coursework, program growth and student achievement by race, ethnicity, gender, etc.
- Homeless data

## Student Data: Behavior and Other Indicators

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

- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject

### **Employee Data**

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation







# Goals

**Goal 1:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 1:** The district will focus on instructional improvement resulting in all students meeting goals for all accountability measures. The percentage of 9-12 students reading on or above grade level will increase by 4%.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** STAAR EOC, TELPAS





| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Teachers will be given the necessary resources to ensure students are provided opportunities to practice reading more within all content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the amount of practice completed on a daily basis.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers<br/>Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> RLA teachers will use short stories and other relevant and real life reading materials such as applications, safety guidelines, and other industrial literature to conduct fluency checks on a daily basis.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased reading levels</p> <p><b>Staff Responsible for Monitoring:</b> Teachers<br/>Administration<br/>Instructional Leadership Team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                  |            |            |                  |

**Goal 1:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 2:** ESL: Facilitate 9-12 Reading Level Monitoring. Increase educators' awareness of language, literacy, and content interdependence.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** Eduphoria (Workshop and AWARE), Master Schedules, TELPAS, PBMAS

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Campus will ensure that all content teachers receive ESL training.<br/> <b>Strategy's Expected Result/Impact:</b> Student English language acquisition will increase.<br/> <b>Staff Responsible for Monitoring:</b> Strategist Administration<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - Comprehensive Support Strategy</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Campus will implement a pull-out ESL program to address the deficiencies of students on a one to one basis.<br/> <b>Strategy's Expected Result/Impact:</b> Increase TELPAS scores<br/> <b>Staff Responsible for Monitoring:</b> Dean of Instruction Principal ESL Teacher<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

**Performance Objective 1:** The percentage of students in grades 9-12 who achieve meets and/or masters performance level on the STAAR EOC will increase from a 37% to a 49% by 2025.

**Targeted or ESF High Priority**





**Evaluation Data Sources:** EOC Assessment results

| Strategy 1 Details  | Reviews          |            |            |                  |
|---|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Integrate Reading and Writing Instruction using Dinah Zike, Kamico, TELPAS, Edgenuity, Released tests, magazine subscriptions, books, document reader, Stemsscopes, and headphones.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing EOC assessments and the percentage of student graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor and Teachers</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Curriculum - <b>Comprehensive Support Strategy</b></p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 2 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Provide the appropriate resources for improved writing, etc. such as but not limited to dictionaries/thesaurus combinations and usage of handbooks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing EOC assessments and the percentage of student graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers</p> <p><b>Comprehensive Support Strategy</b></p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 3 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Integrate technology to enhance instruction in all content instructional areas - Reading/ELA, Writing, Mathematics, Science, and Social Studies through software/applications (such as Edgenuity, Kahoots, Padlet, Nearpod, EdPuzzle, Quizizz, etc.) and hardware (such as chromebooks, hot-spots, smart-boards, document cameras, poster printer, and etc.).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing EOC assessments and the percentage of student graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> classroom screens, chromebooks, poster printer - School Improvement Grant (211.SI) - \$71,612</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |

| Strategy 4 Details  | Reviews          |            |            |                  |
|---|------------------|------------|------------|------------------|
| <p><b>Strategy 4:</b> Promote a non-traditional and traditional instructional settings in all content instructional areas:<br/> * providing teachers with classroom furniture (i.e.- desks, tables, computer tables, chairs, storage, &amp; etc.<br/> * educational/ instructional field trips<br/> * Arrange classroom using a reading/writing workshop model (using tables to implement model)<br/> * Reduce lectures in favor of mini-lessons and application<br/> * Provide tools such as restroom passes, clocks, timers and etc. to create a non-interrupted 53 minute where students are engaged in instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students passing EOC assessments and the percentage of student graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers</p> <p><b>Comprehensive Support Strategy</b></p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 5 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 5:</b> Afford staff the opportunity to receive training (local/region/state) in the following areas:<br/> Professional Learning communities (PLCs), Eduphoria: Aware - data gathering, data analysis training, Differentiated Instruction (modeling/coaching), reading strategies, classroom management, Cooperative learning, sheltered instruction, differentiated instruction, etc.<br/> Funding will be allocated to purchase office supplies, printers, copiers, shredders, warehouse supplies, etc. to expedite resources needed for staff development and daily operations.</p> <p><b>Strategy's Expected Result/Impact:</b> Expected Result: Increase percentage of students passing their EOC exam through implementation of objective/data driven instruction.<br/> Evidence: Sign-In sheets, Agendas, Evaluations, Lesson Plans, Class observations, walk through feedback</p> <p><b>Staff Responsible for Monitoring:</b> Directors, Principal, Dean, campus strategist, Instructional leadership team</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> clerical material, warehouse material and misc. items needed for office use - Local (199) - 199.23.6399.00.006.99.0.00 - \$2,650, copier lease - Local (199) - 199.23.6269.00.006.99.0.00 - \$3,600</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |

| Strategy 6 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <p><b>Strategy 6:</b> Assist in the coordination (plan, work and feed) of staff Development to support all content instructional areas and all District, State and Federal requirements and to include: RGVCTM, Region One, RGVSA Conf., CAST, CAMT, National Council of Teachers of Mathematics (NCTM) Soc. Studies Annual Conf., ELA Conf., AHA! T3 International Conference, Technology Conf., RGV STAT, Jensen Conf., Writing and Grammar Workshops, TCEA, TASSP, TASA, TAAE, TXSBLE, 2018 NAEA Conference &amp; etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance levels on their EOC exams by ensuring the teacher are highly qualified.</p> <p>Evidence: Sign-In sheets, Agendas, Evaluations</p> <p><b>Staff Responsible for Monitoring:</b> Directors, Principals</p> <p><b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> TXSBLE CONFERENCE - Local (199) - 199.32.6411.00.006.99.0.00 - \$75, Admin. Professional Development - State Comp.(164) - 164.23.6411 - \$750, CONFERENCE - Teacher/Principal (255) - 255.23.6411.00.006. - \$1,500, CAST CONF., SOC. STUD. CONF., RGV STAT, TECH. CONF. &amp; ETC - Teacher/Principal (255) - 255.13.6411.00.006 - \$1,100, REGION ONE - State Comp.(164) - 164.13.6239.00.006.30.0.00 - \$1,300, CAST CONF., SOC. STUD. CONF., CAMT, RGV STAT, TECH., ELA &amp; ETC CONFERENCES - State Comp.(164) - 164.13.6411.00.006.30.0.00 - \$7,125, CAST, SS, ELA, CAMT, TECH. ETC. CONF. - Local (199) - 199.13.6411.00.006.99.0.00 - \$650, CAST CONF., SOC. STUD. CONF., RGV STAT, TECH. CONF. &amp; ETC - Title I (211) - 211.13.6411.00.006.24.0.00 - \$7,125, REGION ONE WORKSHOPS - State Comp.(164) - 164.23.6239.00.006.30.0.00 - \$750, REGION ONE WORKSHOPS - Local (199) - 199.23.6239.00.006.99.0.00 - \$300, TASSP Conference, Assessment and Nat'l. Alt. Edu. Conference - Title I (211) - 211.23.6411.00.006 - \$900, CONFERENCE - Teacher/Principal (255) - 255.32.6411.00.006 - \$1,200, NAEA CONFERENCE - Local (199) - 199.23.6411.00.006.99.0.00 - \$50, REGION ONE - Teacher/Principal (255) - 255.13.6239.00.006 - \$1,000, REGION ONE - Title I (211) - 211.13.6239.00.006.24.0.00 - \$1,300</p> | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 7 Details  | Reviews   |     |     |           |
| <p><b>Strategy 7:</b> Enhance the students' language experiences through the use of a variety of media such as, but not limited to, document cameras, smart boards, computers and headphones, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Expected result: Increase in students' English Language Proficiency levels though the use of sheltered/differentiated instruction.</p> <p>Evidence: Classroom Observations and lesson plans</p> <ul style="list-style-type: none"> <li>- Stemsopes</li> <li>- Schoology</li> <li>- Edmodo</li> </ul> <p><b>Staff Responsible for Monitoring:</b> Teachers<br/>campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Targeted Support Strategy</b></p>  | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |

| Strategy 8 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <p><b>Strategy 8:</b> Teachers will develop and utilize hands-on activities such as presentations, experiments and demonstrations and virtual labs by using SMART technologies, headphones, digital cameras, calculators, digital microscope, bookcases, basketball system, physical education equipment, bulletin boards, warehouse supplies, ink cartridges, copier machines and manipulatives for all applicable instructional areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Result: Increase percentage of students passing their EOC exams.<br/>Evidence:<br/>Lesson Plans<br/>Weekly Assessments<br/>EOC results</p> <p><b>Staff Responsible for Monitoring:</b> Teachers<br/>Campus administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> warehouse supplies, manipulatives, calculators, etc. - State Comp.(164) - 164.11.6399.00.006.30.0.00 - \$8,075, Copier Lease - Local (199) - 199.11.6269.00.006.11.0.00 - \$3,000, warehouse supplies, manipulatives, calculators, etc. - Title I (211) - 211.11.6399.00.006.24.0.00 - \$2,375, warehouse supplies, manipulatives, calculators, basketball system, etc. - Local (199) - 199.11.6399.00.006.11.0.00 - \$1,000</p> | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 9 Details  | Reviews   |     |     |           |
| <p><b>Strategy 9:</b> Strategically develop graduation/intervention plans to ensure students receive the services they need to be successful.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students passing their EOC exams and meeting their graduation requirements.<br/>Student data needs<br/>Student expectations,<br/>Score released tests<br/>benchmark and daily assessments</p> <p><b>Staff Responsible for Monitoring:</b> Teachers<br/>Counselor<br/>Community Liaison</p>   | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |

| Strategy 10 Details  | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 10:</b> Provide teachers with training, supports, and resources (i.e. Scholastic reading supports, consulting services, Reg. 1 training, etc.) to properly analyze assessment data, deconstruct TEKS, and target their instruction to meet the needs of their students.</p> <p><b>Strategy's Expected Result/Impact:</b> Supports, training, and resources will result in an increased percentage of students meeting District, State, and Federal standards (STAAR EOC, TELPAS, etc.).</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration<br/>Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> CONSULTING SERVICES - School Improvement Grant (211.SI) - \$17,500</p>   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 11 Details  | Reviews   |     |     |           |
| <p><b>Strategy 11:</b> Provide student support services such as, but not limited to: Credit retrieval classes, EOC Camps, Extended Day - Saturday Tutorials, Continuing Education courses, College Credit Courses, College Success Courses, Accelerated instruction, Small group instruction, Test taking strategies, etc. to assist students in completing all Exit Level/Graduation requirements and post-secondary education transition.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are expected to show academic growth within content area in which they received support and graduate college, career, and military ready.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Comprehensive Support Strategy - Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Tutorial Staffing Cost - 266.11.6118.00.006.24.0.TT - \$2,277, Tutorial Staffing Cost - School Improvement Grant (211.SI) - \$5,978, transportation - School Improvement Grant (211.SI) - \$1,350, misc. expenses - Snacks - School Improvement Grant (211.SI) - \$350</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>   |           |     |     |           |

**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.





**Performance Objective 2:** Bilingual/ESL Education: Increase the number of students identified as ELL students achieve the MEETS and MASTERS grade level standard on STAAR/EOC.

**Targeted or ESF High Priority**

**Evaluation Data Sources:** EOC Assessment results

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Provide teachers with the necessary resources (e.g. dictionaries/thesauruses, word walls, visuals, on-line resources, warehouse materials, headsets, study guides, reading materials and etc.) to assist in the implementation of sheltered/differentiated instruction for all EL students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased percentage of students will pass their EOC assessments and an increase percentage on the student graduation rate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> INSTRUCTIONAL MATERIAL - Title III (263) - 263.11.6399.00.006.25.0.00 - \$1,016</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Teacher will assess and monitor their EL students' academic progress and English Language Proficiency levels through locally developed assessments and the TELPAS state assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased percentage of students passing their TELPAS exam along with an increase in students' proficiency levels.</p> <p>LAP forms<br/>TELPAS test results</p> <p><b>Staff Responsible for Monitoring:</b> Counselor<br/>ELA Strategist<br/>Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy</b></p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |



| Strategy 3 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 3:</b> Train teachers on pedagogy (sheltered instruction/ differentiated instruction) to address the needs of the LEP and other at-risk student populations.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increased percentage of EL students passing their EOC exams.<br/>Agendas<br/>Sign-In Sheets<br/>EOC results</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration<br/>Strategist<br/>ELA strategist</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p>                        | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 4 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 4:</b> Campus administrators are to be trained in sheltered instruction and utilize special observational protocol to ensure fidelity with implementation of ESL strategies and the English language proficiency standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Fidelity of the implementation of Sheltered Instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Instructional leadership team.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Comprehensive Support Strategy</b></p>                                   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 5 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 5:</b> Provide teachers with resource materials such as Spanish/English School Dictionaries to assist in the implementation of instruction administration of state tests such EOC, but not limited to TEKS and EOC objectives - study guide and previous EOC release tests in all content instructional areas. STAAR EOC resources and released test</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                  |            |            |                  |





**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

**Performance Objective 3:** Special Education: Meeting Goal/Objective for Special Education students achieving the MEETS and MASTERS grade level standard on STAAR.

**Targeted or ESF High Priority**





**Evaluation Data Sources:** EOC Assessment Results

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Students with disabilities will be educated in an inclusive setting.<br/> <b>Strategy's Expected Result/Impact:</b> EDGENUITY<br/>                     Completion Reports<br/>                     Teacher Assessment<br/> <b>Staff Responsible for Monitoring:</b> Administration<br/>                     Counselor<br/>                     Teachers<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - Comprehensive Support Strategy</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Ensure identified students receiving special education services receive a free and appropriate education which meets their academic needs within the least restrictive environment.<br/> <b>Strategy's Expected Result/Impact:</b> State and Local assessments<br/> <b>Staff Responsible for Monitoring:</b> Administration<br/>                     Diagnostician<br/>                     Counselor<br/>                     Teachers<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - Comprehensive Support Strategy</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Continue to monitor Special Education services and instructional placement, appropriate assessments related services and aides and appropriate accommodations for the special education student.<br/> <b>Staff Responsible for Monitoring:</b> ARD Committee Meetings<br/>                     Decisions required ARDC personnel<br/> <b>Comprehensive Support Strategy</b></p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |

| Strategy 4 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 4:</b> Provide staff training on inclusion/least restrictive environment and appropriate and reasonable accommodations.<br><b>Strategy's Expected Result/Impact:</b> Staff Development evaluations weekly & state assessments lesson plans<br><b>Staff Responsible for Monitoring:</b> Special Education Director Administration<br><b>Title I Schoolwide Elements:</b> 2.4, 2.6   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 5 Details   | Reviews          |            |            |                  |
| <b>Strategy 5:</b> Incorporate Cooperative Learning strategies.<br><b>Strategy's Expected Result/Impact:</b> Lesson Plans<br><b>Staff Responsible for Monitoring:</b> Teachers<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 6 Details   | Reviews          |            |            |                  |
| <b>Strategy 6:</b> All Seniors who receive Special Education will take an Employability Skills course.<br><b>Strategy's Expected Result/Impact:</b> Improved Employment skills.<br><b>Staff Responsible for Monitoring:</b> Inclusion Teacher<br><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

**Performance Objective 4:** Migrant: The District will reduce the academic performance gap between the Migrant population and the Non-migrant population in the content areas by an average of 50%.





| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Monitor and analyze EDGENUITY computer reports to determine student and to redirect instructional program if needed for student achievement.<br><b>Strategy's Expected Result/Impact:</b> EDGENUITY completion reports<br>Teacher evaluation /observation<br><b>Staff Responsible for Monitoring:</b> Teachers<br>Counselors  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Provide resources for credit retrieval through the use of EDGENUITY lab.<br><b>Strategy's Expected Result/Impact:</b> EDGENUITY completion reports<br><b>Staff Responsible for Monitoring:</b> Administration<br>Technology Dept.   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                  |            |            |                  |

**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.

**Performance Objective 5:** CTE: Goal for CTE students achieving the MEETS and MASTERS grade level standard on STAAR EOC.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Designate financial aid days with STC and/or TAMK representative once a month and maintain a Go Center that focuses on student post secondary goals and informs them of designated days for financial aid, college applications, scholarships, TSI testing dates, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase in the percentage of students who are college ready by their graduation date.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p>              | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Track 3D Academy students Post Secondary choices and monitor progress toward that choice.</p> <p><b>Strategy's Expected Result/Impact:</b> Survey Intake Questionnaire</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <p><b>Strategy 3:</b> Coordinate staff Development training to support college enrollment, TSI, ACT and SAT assessment training/updates, gain awareness and up to date knowledge of post secondary and financial assistance information such as but not limited to: Region One, TACAC, Professional Growth Counseling Conf., HS counseling updates, House Bill 5 counselor updates.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor<br/>Teachers</p> <p><b>Funding Sources:</b> REGION ONE WORKSHOP - Title IV 289 - 289.31.6239.00.006.11.0.00 - \$400, CONFERENCES - Title IV 289 - 289.31.6411.00.006.11.0.00 - \$1,200</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 4 Details   | Reviews   |     |     |           |
| <p><b>Strategy 4:</b> Maintain a campus calendar and ensure students are provided with quick TSI preparation camps and testing dates.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase in the percentage of students that are college ready.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor<br/>Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |

| Strategy 5 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 5:</b> Provide quick TSI , post-secondary assessments (ACT/SAT), registrations and certifications<br/>Provide snacks / refreshments during long periods of assessments / certifications</p> <p><b>Strategy's Expected Result/Impact:</b> TSI results</p> <p><b>Staff Responsible for Monitoring:</b> counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> TSI testing - Local (199) - 199.11.6339.00.006.31.0.00 - \$700</p>                                  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 6 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 6:</b> Provide students with Career Exploration for Post-Secondary studies through various college visits, college recruiters, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase in the percentage of 3D Academy students that are college ready upon graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 7 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 7:</b> Administration and counselors will attend Region one meetings to obtain information on secondary/post secondary education, and will share information acquired at Region One and other workshops with teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and students will be well versed in student requirements for a post-secondary education.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 8 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 8:</b> Encourage active student participation in completing an electronic career inventory assessment and implement interest surveys to provide students with information on career pathways.</p> <p><b>Strategy's Expected Result/Impact:</b> Career Pathways</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Teacher</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |

| Strategy 9 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 9:</b> Promote higher/post-secondary education through, but not limited, the following ways:</p> <ol style="list-style-type: none"> <li>1. Integration of career and technology classes with core subjects areas,</li> <li>2. Increased communication with post secondary and higher education to expand student opportunities for participation in dual enrollment classes.</li> <li>3. Providing students with textbooks and/or the needed resources for dual enrollment classes</li> <li>4. Providing college campus tours</li> <li>5. Displaying information on digital/regular bulletin boards, college planners, flyers, t-shirts, banners, videos, backpacks, and USBs</li> <li>6. Assisting students with college admissions and transitions</li> <li>7. Student Leadership institutes</li> </ol> <p><b>Strategy's Expected Result/Impact:</b> By the end of the year, 3D Academy will have an increase in the percentage of students that are college and career ready.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Campus Staff</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> GASOLINE/FUEL FOR POST SECONDARY TOURS - Local (199) - 199.11.6494.00.006.31.0.00 - \$3,550, Travel - Students (Meal expenses for tours fall &amp; spring) - Local (199) - 199.11.6412.00.006.31.0.00 - \$4,700, Travel - Sponsor (Meal expenses for tours fall &amp; spring) - Local (199) - 199.13.6411.00.006.31.0.00 - \$530, STC Tuition Fees (Fall &amp; Spring ) - Local (199) - 199.11.6223.00.006.11.0.00 - \$5,614, RESOURCES AND OFFICE SUPPLIES NEEDED FOR COUNSELOR - Title IV 289 - 289.31.6399.00.006.11.0.00 - \$250</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 10 Details  | Reviews   |     |     |           |
| <p><b>Strategy 10:</b> Whenever possible and the student is interested, students will attend CTE &amp; Fine Arts courses at DHS, DNHS, and/or STC.</p> <p><b>Strategy's Expected Result/Impact:</b> By the end of the year, 3D Academy will have an increase in the percentage of students that are college and career ready.</p> <p><b>Staff Responsible for Monitoring:</b> counselor<br/>administration<br/>teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>Comprehensive Support Strategy</b></p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>   |           |     |     |           |

**Goal 2:** Donna I.S.D will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.





**Performance Objective 6:** Drop Out Prevention: The District will increase the attendance rate from 95.1 to 95.6 for all students.

| Strategy 1 Details  | Reviews          |            |            |                  |
|---|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Acknowledge 3D Academy students who have met all graduation requirements in all subject areas and state assessments with a high school diploma (diplomas &amp; covers), announcements, programs, displaying a graduation group picture, and a graduation ceremony with refreshments. Bell to be used to celebrate when students meet all graduation requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> High School transcript, state assessment results and High School Diploma.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor and teachers</p> <p><b>Funding Sources:</b> 3D Academy Fall and Spring Graduation expenses- announcements, diplomas, refreshments - Local (199) - 199.11.6498.00.006.31.0.00 - \$3,200, 3D Academy Fall and Spring Graduation expenses - Local (199) - 199.11.6499.00.006.31.0.00 - \$2,300</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 2 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Create a Retrieval TASK Force to recover students at start of year (start up window).</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In rosters, Retrieval initiatives, student schedules and transcripts</p> <p><b>Staff Responsible for Monitoring:</b> Secondary Staff, Community, Attendance Office</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 3 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Provide in-district support services when students are pregnant and currently enrolled.</p> <p><b>Strategy's Expected Result/Impact:</b> sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 4 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 4:</b> Provide child care referrals to CCS for student's child/ren.</p> <p><b>Strategy's Expected Result/Impact:</b> sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 5 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 5:</b> Provide modified schedule for students who are pregnant or who are nursing to remain eligible for average daily attendance (ADA).</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Administration</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |



| Strategy 6 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 6:</b> Provide district based case management and service coordination to obtain services from gov't. agencies for pregnant students.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Administration</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 7 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 7:</b> Provide mandatory Compensatory Education Home Instruction to all eligible students during prenatal and postpartum period.</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 8 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 8:</b> Inform students on attendance expectations and the compulsory attendance laws.</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-in sheets, attendance reports, home contact logs and telephone logs</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Liaison</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 9 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 9:</b> Monitor daily attendance to ensure that students are attending their classes. Provide student recognition and incentives for high attendance and community involvement such as but not limited to reasonable field trips / field day, luncheons and other community activities. Community Liaison will make home visits for Truancy.</p> <p><b>Strategy's Expected Result/Impact:</b> attendance reports, classroom passes, home contact logs and telephone logs</p> <p><b>Staff Responsible for Monitoring:</b> TEAMS Attendance Roster, Attendance Clerks, Classroom Teachers and Campus Admin., Liaison, Counselor</p> <p><b>Funding Sources:</b> recognition and incentives for attendance, credit completion and honor roll - Local (199) - 199.11.6498.00.006.11.0.00 - \$1,134, truancy follow-ups - Local (199) - 199.11.6311.00.006.11.0.00 - \$200, student recognition and incentives for high attendance and community involvement such as but not limited to reasonable field trips / field day, luncheons - Local (199) - 199.11.6499.00.006.11.0.00 - \$800</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 10 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 10:</b> Provide a non-traditional school calendar and/or flexible schedules (AM/PM sessions OFSDP) to provide students with an opportunity to accumulate their credits and graduate on time.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of graduates within 4, 5, and 6 years.</p> <p><b>Staff Responsible for Monitoring:</b> Administration will be responsible for submitting 3D Academy's academic calendar and OFSDP application annually for approval, and will monitor the effectiveness of these schedules.</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |





| Strategy 11 Details   | Reviews          |            |            |                  |
|---|------------------|------------|------------|------------------|
| <b>Strategy 11:</b> Conduct Leaver Audits every 6 weeks<br><b>Strategy's Expected Result/Impact:</b> Campus Leaver Rpts every six weeks<br><b>Staff Responsible for Monitoring:</b> PEIMS Director, Campus Administration   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 12 Details   | Reviews          |            |            |                  |
| <b>Strategy 12:</b> Provide credit recovery alternatives/assistance via programs that are fully responsive to student needs.<br><b>Strategy's Expected Result/Impact:</b> logs, lesson plans, schedules, state assessments, graduation rates<br><b>Staff Responsible for Monitoring:</b> Administration, Campus Staff   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 13 Details   | Reviews          |            |            |                  |
| <b>Strategy 13:</b> Coordinate staff development training to assist and support all staff in Truancy and Drug and Drop out prevention workshops.<br><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets<br><b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 14 Details   | Reviews          |            |            |                  |
| <b>Strategy 14:</b> Vehicle to be used to recover potential or identified Drop-outs to return to school and graduate with a high school diploma. Increasing graduation rate and attendance rate.<br><b>Staff Responsible for Monitoring:</b> Administration, counselor, teachers and campus liaison<br><b>Funding Sources:</b> MAINTENANCE/REPAIR VEHICLES - Local (199) - 199.23.6246.00.006.99.0.00 - \$850 | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 15 Details   | Reviews          |            |            |                  |
| <b>Strategy 15:</b> Provide motivational activities to encourage attendance and participation in students' learning experience.<br><b>Strategy's Expected Result/Impact:</b> Improved attendance rates.<br><b>Staff Responsible for Monitoring:</b> All High School Principals, Athletic Director, and C.O. Administration.   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 16 Details   | Reviews          |            |            |                  |
| <b>Strategy 16:</b> Provide opportunities to learn outside the classroom through field trips/field lessons. These could be used to motivate students to come to school, work in their classes, improve their behavior, and prepare for their future.  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 17 Details   | Reviews          |            |            |                  |
| <b>Strategy 17:</b> 3D Academy students who are eligible may participate with DHS and DNHS after school programs not offered at 3D Academy such as sports, band, mariachi, drama, etc.  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|   |                  |            |            |                  |

| Strategy 18 Details  | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 18:</b> Administration, students, and staff will formulate an official school mission statement with detailed campus enrollment criteria.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 19 Details  | Reviews          |            |            |                  |
| <b>Strategy 19:</b> School counselor will pave the way for the creation of a motivational student program that will include activities addressing coping skills, appropriate behaviors, leadership skills and post-secondary readiness.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 20 Details  | Reviews          |            |            |                  |
| <b>Strategy 20:</b> Provide motivational activities such as field trips with lessons, CTE classes, internships and motivational speakers: students who have already graduated, as well as, work professionals who can tell them about career possibilities.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 21 Details  | Reviews          |            |            |                  |
| <b>Strategy 21:</b> Provide the opportunity to take part of various events, rewards, and recognition's on and out of the campus which may include student travel and other expenditures.<br><b>Strategy's Expected Result/Impact:</b> An appreciation for learning and the educational system.<br><b>Staff Responsible for Monitoring:</b> 3D Staff<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Improve low-performing schools   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 3:** Donna I.S.D. will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.

**Performance Objective 1:** The percentage of graduates meeting Texas Success Initiative in both ELA/Reading and Mathematics will increase from 19% to 24%.





**Evaluation Data Sources:** TSI Assessments, Texas State Accountability System

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Provide continuous opportunities to receive tutorials for all TSI Assessments.<br/> <b>Strategy's Expected Result/Impact:</b> Number of successful students will increase<br/> <b>Staff Responsible for Monitoring:</b> Teachers<br/>                     Counselor<br/>                     Administration<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>Comprehensive Support Strategy - Additional Targeted Support Strategy</b></p>         | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Provide continuous opportunities to facilitate and expedite the administration of the TSI at the campus.<br/> <b>Strategy's Expected Result/Impact:</b> Increase the number of students meeting passing standard.<br/> <b>Staff Responsible for Monitoring:</b> Counselor<br/>                     Administration<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Provide snacks during EOC AND TSIA camps and Saturday tutorials.<br/> <b>Strategy's Expected Result/Impact:</b> Increase in students passing TAKS/EOC assessments and the percentage of student graduation rate.<br/> <b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>Comprehensive Support Strategy</b><br/> <b>Funding Sources:</b> snacks for EOC Camps - Local (199) - 199.11.6499.00.006.11.0.00 - \$515</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <p style="text-align: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </p>  |                  |            |            |                  |

**Goal 3:** Donna I.S.D. will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.

**Performance Objective 2:** The percentage of graduates meeting earning an industry-based certificate will increase from 9% to 20% by 2023.

**Evaluation Data Sources:** Texas State Accountability System: PEIMS CCMR report





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Offer sequential dual enrollment courses via STC and provide the necessary support and resources needed for these courses.</p> <p><b>Strategy's Expected Result/Impact:</b> More students enrolled and possibly earning a license or industrial certification.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> The campus will provide teachers with the resources to allow students the opportunity to learn, test, and earn an industry based certification . (NIMS, MOS, Photoshop, Drone, CDL, Welding, Phlebotomy, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> By providing the teachers and students with these resources, 3D Academy will have an increase percentage of students graduating with a certificate demonstrating that they are career ready.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Campus Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Certiport Software - Local (199) - 199.11.6399.00.006.31.0.00 - \$4,644</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>   |           |     |     |           |

**Goal 3:** Donna I.S.D. will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.

**Performance Objective 3:** The percentage of graduates earning AP/Dual Enrollment credits including Associate's Degree will increase from 34% to 39%





CTE: The District will assist students to gain entry level employment in a high skill, high wage job and/or continue their education. Student certifications and/ or college hours will increase by 2%.

**Evaluation Data Sources:** Dual Enrollment Credits, Report from Texas Higher Education Coordinating Board (THECB), PEIMS, etc.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| Strategy 1: Review the classification of students and ensure services are provided as per statute and local policy.  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |





**Goal 3:** Donna I.S.D. will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.

**Performance Objective 4:** Special Education: Goal/Objective related to CCMR (IEP completion, workforce readiness)

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> All students receiving special education services will be enrolled in the Employment readiness course.<br/> <b>Strategy's Expected Result/Impact:</b> Students will receive employment skills needed to be successful in the job force.<br/> <b>Staff Responsible for Monitoring:</b> Teachers<br/>                     Counselor<br/>                     Administration<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>Comprehensive Support Strategy</b></p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> All students receiving special education services will be given an opportunity to visit Science Academy of South Texas, South Texas Academy for Medical Professionals, and South Texas High School for Health Professionals and be introduced to a variety of courses related to the medical and technical professions and to be given an opportunity to take these courses toward certification.<br/> <b>Strategy's Expected Result/Impact:</b> S. E. students take advantage of the opportunities and get a head start in a relevant and meaningful career.<br/> <b>Staff Responsible for Monitoring:</b> Special Education Department and campus administration<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress                 </div> <div style="text-align: center;">  100% Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>   |                  |            |            |                  |

**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.





**Performance Objective 1:** Expenditures: The District will expect 100% of all allocated funds in all campuses and supporting departments to allocate their expenditures based on a Comprehensive Needs Assessment developed by its various leadership teams.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Provide staff with PPE needed for protection from virus as staff will be handling state testing booklets and answer documents after students have finished testing. Provide staff small refreshments during state assessment administration, meetings and during working lunches.</p> <p><b>Strategy's Expected Result/Impact:</b> small refreshments</p> <p><b>Staff Responsible for Monitoring:</b> principal</p> <p><b>Funding Sources:</b> PROVIDE PPE, SNACKS/MEALS DURING EOC TESTING - Local (199) - 199.23.6499.00.006.99.0.00 - \$310</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Follow the Comprehensive Needs Assessment process to appropriately allocate the given budget to meet the needs of its staff and students.</p> <p><b>Strategy's Expected Result/Impact:</b> To have a balanced budget.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and CFO</p> <p><b>Title I Schoolwide Elements:</b> 2.6</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                  |            |            |                  |



**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.





**Performance Objective 2:** Federal Programs- Intent and purpose of each federal program will be met as well as all Initial Compliance Indicators on the ESSA compliance application.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> All supplemental expenditures made with federal funds will follow all federal guidelines and will meet all procurement requirements.<br><b>Strategy's Expected Result/Impact:</b> To provide supplemental<br><b>Staff Responsible for Monitoring:</b> Principal & Director  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.





**Performance Objective 3:** Human Resources: The District will maintain a 100% highly qualified or appropriately certified instructional staff.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Implement T-TESS as the appraisal system according to established procedures and policies and follow through with improvement needs.<br><b>Strategy's Expected Result/Impact:</b> walk-Thru's, lesson plans, TTESS<br><b>Staff Responsible for Monitoring:</b> Principal  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Develop and implement a mentor-ship system for new teachers to the campus for effective instructional strategies, classroom management techniques, and organizational awareness skills for at least 1 year and 3 years for teachers new to the profession.<br><b>Staff Responsible for Monitoring:</b> Principal  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <b>Strategy 3:</b> Provide training on continued educational strategies for At-Risk students via content Directors and Strategists, Region One and/or consultants.<br><b>Strategy's Expected Result/Impact:</b> Lesson Plans<br><b>Staff Responsible for Monitoring:</b> Principal   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 4 Details   | Reviews          |            |            |                  |
| <b>Strategy 4:</b> Recognize /Acknowledge teachers and staff in the area of student growth for mastery of state assessments and/or completion of credits; Acknowledge "Teacher Appreciation Week", "Teacher of the Month & Year", special social events and etc.<br><b>Strategy's Expected Result/Impact:</b> Sign-In Sheet for district gifts<br><b>Staff Responsible for Monitoring:</b> Principal<br><b>Funding Sources:</b> FACULTY FUND - Local (199), LOCAL - Local (199) - 199.23.6498.00.006.99.0.00 - \$800 | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 5 Details   | Reviews          |            |            |                  |
| <b>Strategy 5:</b> Maintain a 100% appropriately certified instructional staff.<br><b>Strategy's Expected Result/Impact:</b> 100%<br><b>Staff Responsible for Monitoring:</b> Principal & Director   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |

| Strategy 6 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 6:</b> Utilize T-PESS as the appraisal system for all campus administrators as per established policies and procedures.<br><b>Strategy's Expected Result/Impact:</b> Appropriate evaluation of campus administration.<br><b>Staff Responsible for Monitoring:</b> Superintendent   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |





**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 4:** Human Resources: The District will ensure that the records retention requirements of the Local Government Records Act (LGRA) will be met at 100%.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Scan all graduating student records, transcripts, grades, state test scores and etc., for future reference to be used for post secondary education admissions when requested.</p> <p><b>Staff Responsible for Monitoring:</b> PRINCIPAL, COUNSELOR and Clerks.</p> <p><b>Funding Sources:</b> micro-film expense - Local (199) - 199.23.6499.00.006.99.0.00 - \$890</p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
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



**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 5:** Human Resources: The District will comply with 100% of requirements under Title IX of the Education Amendments of 1972.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Campus administration will conduct a Fall and a Spring semester Title IX, Child Abuse, Bullying and Sexual Harassment training to all staff members.<br><b>Strategy's Expected Result/Impact:</b> Comply with all applicable statutes.<br><b>Staff Responsible for Monitoring:</b> Principal & Director   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Campus administration and staff will follow all local investigatory procedures to ensure its staff and students receive their due processes and protections.<br><b>Strategy's Expected Result/Impact:</b> Comply with state and federal statutes.<br><b>Staff Responsible for Monitoring:</b> Principal & Director  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |





**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 6:** Custodial Department: The District will ensure that 100% of all facilities are cleaned to an optimal hygiene level and maintain an environment that is conducive for learning at least 2 time per day.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> The campus will ensure that 100% of all facilities are cleaned to an optimal hygiene level and maintain an environment that is conducive for learning.</p> <p><b>Strategy's Expected Result/Impact:</b> A clean campus.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration<br/>Director and Supervisor</p>  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |           |     |     |           |





**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 7:** Technology Department: The District will improve the work orders completion to 85% and assist all campuses and departments to improve their inventory accuracy to 90% and meet at least 85% of the stated objectives in the District's Technology Plan.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Develop campus technology plan correlated to district technology plan to include "Teaching & Learning" and educator preparation.<br><b>Staff Responsible for Monitoring:</b> Principal  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide MS outlook software for departments/campuses for paperless communications.<br><b>Staff Responsible for Monitoring:</b> Principal, Technology Dept.  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <b>Strategy 3:</b> Utilize the TEAMS systems for discipline referrals absences/report cards/requisitions/purchase orders/budgeting/staffing/professional development/work orders and receivable orders.<br><b>Staff Responsible for Monitoring:</b> PRINCIPAL, TEAMS CLERK, SECRETARY  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 4 Details   | Reviews   |     |     |           |
| <b>Strategy 4:</b> Utilize electronic grade book software to document grades<br><b>Staff Responsible for Monitoring:</b> Principal, Technology Dept.   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 5 Details   | Reviews   |     |     |           |
| <b>Strategy 5:</b> Utilize the Donna ISD website to disseminate district/campus information.<br><b>Staff Responsible for Monitoring:</b> Principal   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 6 Details   | Reviews   |     |     |           |
| <b>Strategy 6:</b> Provide the opportunities to attend technology training via campus staff, district staff, Region One, and state wide conferences.<br><b>Strategy's Expected Result/Impact:</b> Classroom walkthroughs, lesson plans<br><b>Staff Responsible for Monitoring:</b> Administration, Technology Dept.  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue |           |     |     |           |

**Goal 4:** Donna I.S.D. will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 8:** Maintenance Department: The District will ensure that 95% of the work order requests are accurate and improve the completion rate from 90% to 95%.





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Submit all work orders on a timely fashion to ensure campus is operating efficiently and effectively.   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |



**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 1:** New: Transportation department : Bus routes on time for-transportation students with 88 bus drivers pick up children every morning goal is to make sure all route have student 15 mins prior to school starts. This is to give student time to eat breakfast. Our gps system will measure all route and time reaching campus. our goal is without incidents. 99.8 %

**Evaluation Data Sources:** Utilizing our GPS locator devices. this will be our tool to evaluate our time of location stops and measure or time of delivery of student at campuses.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Campus will ensure that all students have an ID with their bus routes identified on that ID.<br><b>Strategy's Expected Result/Impact:</b> Student safety<br><b>Staff Responsible for Monitoring:</b> Administration<br><b>Title I Schoolwide Elements:</b> 2.6, 3.1, 3.2  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |





**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 2:** New: Advanced Academics: The District will ensure that 97% of all Gifted/Talented and students enrolled in a Pre-AP or AP courses will meet the state standards on all areas of STAAR/EOC.

**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 3:** New: Fine Arts: The District will encourage every Fine Art program to provide students with at least one professional art industry experience and assist 100% of students interested in pursuing a post-secondary education/career in the Arts.





**Evaluation Data Sources:** Travel to/host professional performances, Travel to/host workshops with professional artists, College auditions and admissions to Visual and Performing Art programs, Student portfolios.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Campus will provide Art I & II courses to students to extend their artistic and creative skills.<br><b>Strategy's Expected Result/Impact:</b> Receive a well-rounded education<br><b>Staff Responsible for Monitoring:</b> Teacher Administration<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools   | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |

**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.





**Performance Objective 4:** Student Support Services: The District will ensure our Middle School and High School students will be psychologically and emotionally served to decrease the frequency of inappropriate and disruptive behavior by 20%.

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Integrate character education into the instructional lessons.<br><b>Strategy's Expected Result/Impact:</b> Attendance Sheets<br><b>Staff Responsible for Monitoring:</b> College Success Teacher<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools<br><b>Funding Sources:</b> INSTRUCTIONAL MATERIALS - Title IV 289 - 289.31.6399.00.006.11.0.00 - \$350 | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide staff development to all personnel on suicide prevention,sexual abuse, differentiated areas of conflict resolution and collaboration workshops focusing on behavioral and mental health.<br><b>Strategy's Expected Result/Impact:</b> attendance sheets<br><b>Staff Responsible for Monitoring:</b> district personnel, counselor, community agencies, liaison   | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 3 Details  | Reviews   |     |     |           |
| <b>Strategy 3:</b> Respond to all tips regarding suicide attempt situations expeditiously and seek immediate assistance from staff with expertise<br><b>Staff Responsible for Monitoring:</b> Teachers, Administration, Counselor, District Student Support Dept., community agencies, liaison  | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 4 Details  | Reviews   |     |     |           |
| <b>Strategy 4:</b> Provide academic, mental and physical counseling services to all students as needed.<br><b>Strategy's Expected Result/Impact:</b> log, files and etc.<br><b>Staff Responsible for Monitoring:</b> district personnel, principal, counselor, community agencies, liaison  | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |
| Strategy 5 Details  | Reviews   |     |     |           |
| <b>Strategy 5:</b> Identify students in need of financial interventions via assistance and incentives such as clothing vouchers and Christmas gifts.<br><b>Strategy's Expected Result/Impact:</b> Lessons plans, tutoring logs, IEP's<br><b>Staff Responsible for Monitoring:</b> teachers, administration, counselor, district student support dept.<br><b>Funding Sources:</b> Christmas gifts - Student Activity 865 - \$500         | Formative |     |     | Summative |
|   | Sept      | Dec | Mar | June      |
|   |           |     |     |           |

| Strategy 6 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 6:</b> Integrate a safe and drug free school program.<br><b>Strategy's Expected Result/Impact:</b> Attendance Sheets<br><b>Staff Responsible for Monitoring:</b> district personnel, counselor, community agencies, liaison  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |





**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 5:** Nutrition/Food Services: The District will provide nutritional meals to 100% of all PK-12 students to support academic success.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The campus will ensure that there is sufficient seating during lunch breaks for all students and continue to maintain an environment that is conducive for learning.  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide all students with highly nutritional food for breakfast and lunch.<br><b>Strategy's Expected Result/Impact:</b> Healthy students with the nutrition to think well.<br><b>Staff Responsible for Monitoring:</b> Principal and Director of Child Nutrition  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |           |     |     |           |





**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 6:** Nursing/Health Services: The District will ensure that 90% of all students enrolled will be screened for Vision, Hearing, Scoliosis and Acanthosis Nicrigans and ensure that 95% of all student's immunizations are up to date before submitting Annual Immunization report in October.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Provide all health related services needed by all students.<br><b>Strategy's Expected Result/Impact:</b> Students' health will be monitored and issues addressed appropriately while on campus.<br><b>Staff Responsible for Monitoring:</b> Principal and Director  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Provide additional restrooms and water fountains to accommodate all students.   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <b>Strategy 3:</b> Promote a safe and secure environment on the campus by the use of and purchase of PPE personal protective equipment gear/supplies for campus faculty, staff and students.<br><b>Strategy's Expected Result/Impact:</b> Minimize exposure to hazards that cause serious health illnesses.<br><b>Staff Responsible for Monitoring:</b> Campus Administration and Teachers<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6<br><b>Funding Sources:</b> PPE EQUIPMENT/SUPPLIES - 266.11.6399.00.006.24.0.P1 - \$1,905         | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 7: Risk Management:** The District will ensure that 85% of all campuses have an effective Emergency Operations Plan in place by first six weeks.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Implement the District's Emergency Operation Plan, comply with all local, state, and federal safety guidelines to maintain a safe educational environment for all students.<br><b>Strategy's Expected Result/Impact:</b> Safe school<br><b>Staff Responsible for Monitoring:</b> Principal, Director, and Safety Officer  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div> |           |     |     |           |



**Goal 5:** Donna I.S.D. will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.





**Performance Objective 8:** Police Department: The District will decrease the number of cases that fall under the mandatory DAEP or Expulsion offenses by 10% each year by increasing the visibility and proximity to students at the respective campuses.

NEW:

New: Police Department: The District will decrease the number of criminal cases, including drug possession and assault cases by 10% each year. This will be done by police, K-9 and security visibility and proximity to students at the respective campuses.





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Campus will ensure that all students have a student identification with Bus route # identified.<br><b>Staff Responsible for Monitoring:</b> Teachers, Counselors  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide staff development on basic drug and violence prevention techniques.<br><b>Staff Responsible for Monitoring:</b> DISD Police, Counselor, Administration  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <b>Strategy 3:</b> Security measures will be implemented and strategies applied to curtail possible violent situations such as cameras, restricted entrances and barriers, and the appropriate personnel.<br><b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselors | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 4 Details   | Reviews   |     |     |           |
| <b>Strategy 4:</b> Train selected campus personnel in Crisis Prevention Intervention (CPI) strategies and ensure that sufficient campus staff are trained in crisis prevention intervention.<br><b>Staff Responsible for Monitoring:</b> Community Liaison, Counselor                      | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| Strategy 5 Details   | Reviews   |     |     |           |
| <b>Strategy 5:</b> Acknowledge and fully investigate all threats.<br><b>Strategy's Expected Result/Impact:</b> Student follow up<br><b>Staff Responsible for Monitoring:</b> DISD police, Administration, Counselor  | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |

|  |                  |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 6 Details</b>  | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 6:</b> Maintain an open line of communication between city/school officials in the event of a crisis.<br><b>Staff Responsible for Monitoring:</b> Administration, Counselor  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 7 Details</b>  | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 7:</b> Review and update the Student Code of Conduct, inform students and consistently enforce policies.<br><b>Staff Responsible for Monitoring:</b> Administration, Counselor   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 8 Details</b>  | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 8:</b> Provide discipline management training for "new-to-District" teachers and classroom management training/strategies for teachers in need of assistance.<br><b>Strategy's Expected Result/Impact:</b> TEAMS discipline reports, campus visits sign-in at Campus<br><b>Staff Responsible for Monitoring:</b> Administration, Counselor   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 9 Details</b>  | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 9:</b> Restrict the use of restroom passes to only 3 per semester. Left over passes may be used as extra credit points.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 10 Details</b>   | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 10:</b> Implement the cell phone procedures through out the campus.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 11 Details</b>   | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 11:</b> Enforce age/truancy/ withdrawal statute including the follow-through with warning letters and attendance contracts.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <b>Strategy 12 Details</b>   | <b>Reviews</b>   |            |            |                  |
| <b>Strategy 12:</b> Campus needs additional structural safety measures such as secondary exits for all classrooms (window breakers), peepholes on portable doors, awnings for the walkways leading to the main building, and additional perimeter fencing to close off the campus.<br><b>Staff Responsible for Monitoring:</b> District PD<br>Safety & Risk Department<br>Campus Teachers and Admin. | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |

| Strategy 13 Details  | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 13:</b> Install an Entrance Monitoring Program and system to all doors.<br><b>Strategy's Expected Result/Impact:</b> To ensure safety of all students and staff in the building.<br><b>Staff Responsible for Monitoring:</b> Principal   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 14 Details  | Reviews          |            |            |                  |
| <b>Strategy 14:</b> Install a classroom door locking system to all doors in the building and portable classrooms.<br><b>Strategy's Expected Result/Impact:</b> Maintain the safety of all students and staff in case of an active shooter event.<br><b>Staff Responsible for Monitoring:</b> Principal<br><b>Additional Targeted Support Strategy</b>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                  |            |            |                  |

**Goal 6:** Donna I.S.D. will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.





**Performance Objective 1:** CLPAC: The Campus will maintain 100% of the required members in the Campus Level Planning and Advisory Committees to oversee all improvement activities at least 4 times per year.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Review, update and evaluate the CIP instructional goals and objectives. Provide an overview, disseminate approved CIP to all staff and monitor periodically to ensure student achievement progress<br><b>Staff Responsible for Monitoring:</b> Principal, CIP committee   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Continue campus level planning according to district policy to ensure for student achievement.<br><b>Strategy's Expected Result/Impact:</b> TAKS results.<br><b>Staff Responsible for Monitoring:</b> Principal, counselor, teachers  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <b>Strategy 3:</b> Keep open lines of communication between the DLPAC and CLPACs.<br><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets<br><b>Staff Responsible for Monitoring:</b> Principal  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 4 Details   | Reviews          |            |            |                  |
| <b>Strategy 4:</b> Conduct, analyze and report the results of a campus climate survey to monitor effective school correlates.<br><b>Strategy's Expected Result/Impact:</b> Survey Results<br><b>Staff Responsible for Monitoring:</b> Principal  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                  |            |            |                  |

**Goal 6:** Donna I.S.D. will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.

**Performance Objective 2:** Parental Involvement Department: The District will increase the number of parent/community volunteers by 5% and increase the parent attendance by 10% at district meetings/events each year.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Provide TSI information to parents.<br><b>Strategy's Expected Result/Impact:</b> Sign-In sheets<br><b>Staff Responsible for Monitoring:</b> Counselor<br>Administrators   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> Provide informational session to parents regarding the TAPR, truancy, and graduation requirements.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br><b>Title I Schoolwide Elements:</b> 2.6, 3.1<br><b>Funding Sources:</b> Parental Meeting Refreshments - Local (199) - 199.23.6499.00.006.99.0.00 - \$150 | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <b>Strategy 3:</b> Provide students and parents FASFA assistance.<br><b>Strategy's Expected Result/Impact:</b> FASFA Application<br><b>Staff Responsible for Monitoring:</b> Counselor   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 4 Details   | Reviews          |            |            |                  |
| <b>Strategy 4:</b> Provide parent with information on suicidal signs.<br><b>Strategy's Expected Result/Impact:</b> Sign-in sheets<br><b>Staff Responsible for Monitoring:</b> Counselor, crisis counselor  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |
| Strategy 5 Details   | Reviews          |            |            |                  |
| <b>Strategy 5:</b> Provide individual parent meetings on truancy (as needed).<br><b>Strategy's Expected Result/Impact:</b> Sign-in Sheets<br><b>Staff Responsible for Monitoring:</b> Counselor, Administration  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Sept</b>      | <b>Dec</b> | <b>Mar</b> | <b>June</b>      |
|  |                  |            |            |                  |

| Strategy 6 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 6:</b> Expose students with opportunities to understand the civic roles, duties and responsibilities of our elected officials and providing students with opportunities to show and demonstrate their appreciation .</p> <p><b>Strategy's Expected Result/Impact:</b> To be actively involved in the current and future affairs of the educational environment.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers/ Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> | Formative |     |     | Summative |
|  | Sept      | Dec | Mar | June      |
|  |           |     |     |           |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>                                     |           |     |     |           |

# Campus Funding Summary

| State Comp.(164)                   |           |          |   |                            |             |
|------------------------------------|-----------|----------|---|----------------------------|-------------|
| Goal                               | Objective | Strategy | Resources Needed  | Account Code               | Amount      |
| 2                                  | 1         | 6        | Admin. Professional Development   | 164.23.6411                | \$750.00    |
| 2                                  | 1         | 6        | REGION ONE  | 164.13.6239.00.006.30.0.00 | \$1,300.00  |
| 2                                  | 1         | 6        | CAST CONF., SOC. STUD. CONF., CAMT, RGV STAT, TECH., ELA & ETC CONFERENCES            | 164.13.6411.00.006.30.0.00 | \$7,125.00  |
| 2                                  | 1         | 6        | REGION ONE WORKSHOPS  | 164.23.6239.00.006.30.0.00 | \$750.00    |
| 2                                  | 1         | 8        | warehouse supplies, manipulatives, calculators, etc.                                  | 164.11.6399.00.006.30.0.00 | \$8,075.00  |
| <b>Sub-Total</b>                   |           |          |   |                            | \$18,000.00 |
| <b>Budgeted Fund Source Amount</b> |           |          |   |                            | \$18,000.00 |
| <b>+/- Difference</b>              |           |          |   |                            | \$0.00      |
| Local (199)                        |           |          |   |                            |             |
| Goal                               | Objective | Strategy | Resources Needed  | Account Code               | Amount      |
| 2                                  | 1         | 5        | clerical material, warehouse material and misc. items needed for office use           | 199.23.6399.00.006.99.0.00 | \$2,650.00  |
| 2                                  | 1         | 5        | copier lease  | 199.23.6269.00.006.99.0.00 | \$3,600.00  |
| 2                                  | 1         | 6        | TXSBLE CONFERENCE   | 199.32.6411.00.006.99.0.00 | \$75.00     |
| 2                                  | 1         | 6        | CAST, SS, ELA, CAMT, TECH. ETC. CONF.   | 199.13.6411.00.006.99.0.00 | \$650.00    |
| 2                                  | 1         | 6        | REGION ONE WORKSHOPS  | 199.23.6239.00.006.99.0.00 | \$300.00    |
| 2                                  | 1         | 6        | NAEA CONFERENCE   | 199.23.6411.00.006.99.0.00 | \$50.00     |
| 2                                  | 1         | 8        | Copier Lease  | 199.11.6269.00.006.11.0.00 | \$3,000.00  |
| 2                                  | 1         | 8        | warehouse supplies, manipulatives, calculators, basketball system, etc.               | 199.11.6399.00.006.11.0.00 | \$1,000.00  |
| 2                                  | 5         | 5        | TSI testing   | 199.11.6339.00.006.31.0.00 | \$700.00    |
| 2                                  | 5         | 9        | GASOLINE/FUEL FOR POST SECONDARY TOURS  | 199.11.6494.00.006.31.0.00 | \$3,550.00  |
| 2                                  | 5         | 9        | Travel - Students (Meal expenses for tours fall & spring)                             | 199.11.6412.00.006.31.0.00 | \$4,700.00  |
| 2                                  | 5         | 9        | Travel - Sponsor (Meal expenses for tours fall & spring)                              | 199.13.6411.00.006.31.0.00 | \$530.00    |
| 2                                  | 5         | 9        | STC Tuition Fees (Fall & Spring )   | 199.11.6223.00.006.11.0.00 | \$5,614.00  |
| 2                                  | 6         | 1        | 3D Academy Fall and Spring Graduation expenses- announcements, diplomas, refreshments | 199.11.6498.00.006.31.0.00 | \$3,200.00  |
| 2                                  | 6         | 1        | 3D Academy Fall and Spring Graduation expenses  | 199.11.6499.00.006.31.0.00 | \$2,300.00  |

| Local (199)                        |           |          |   |                            |                   |
|------------------------------------|-----------|----------|---|----------------------------|-------------------|
| Goal                               | Objective | Strategy | Resources Needed  | Account Code               | Amount            |
| 2                                  | 6         | 9        | recognition and incentives for attendance, credit completion and honor roll   | 199.11.6498.00.006.11.0.00 | \$1,134.00        |
| 2                                  | 6         | 9        | truancy follow-ups  | 199.11.6311.00.006.11.0.00 | \$200.00          |
| 2                                  | 6         | 9        | student recognition and incentives for high attendance and community involvement such as but not limited to reasonable field trips / field day, luncheons | 199.11.6499.00.006.11.0.00 | \$800.00          |
| 2                                  | 6         | 14       | MAINTENANCE/REPAIR VEHICLES   | 199.23.6246.00.006.99.0.00 | \$850.00          |
| 3                                  | 1         | 3        | snacks for EOC Camps  | 199.11.6499.00.006.11.0.00 | \$515.00          |
| 3                                  | 2         | 2        | Certiport Software  | 199.11.6399.00.006.31.0.00 | \$4,644.00        |
| 4                                  | 1         | 1        | PROVIDE PPE, SNACKS/MEALS DURING EOC TESTING  | 199.23.6499.00.006.99.0.00 | \$310.00          |
| 4                                  | 3         | 4        | FACULTY FUND  |                            | \$0.00            |
| 4                                  | 3         | 4        | LOCAL   | 199.23.6498.00.006.99.0.00 | \$800.00          |
| 4                                  | 4         | 1        | micro-film expense  | 199.23.6499.00.006.99.0.00 | \$890.00          |
| 6                                  | 2         | 2        | Parental Meeting Refreshments   | 199.23.6499.00.006.99.0.00 | \$150.00          |
| <b>Sub-Total</b>                   |           |          |   |                            | \$42,212.00       |
| <b>Budgeted Fund Source Amount</b> |           |          |   |                            | \$44,624.00       |
| <b>+/- Difference</b>              |           |          |   |                            | <b>\$2,412.00</b> |
| Title I (211)                      |           |          |   |                            |                   |
| Goal                               | Objective | Strategy | Resources Needed  | Account Code               | Amount            |
| 2                                  | 1         | 6        | CAST CONF., SOC. STUD. CONF., RGV STAT, TECH. CONF. & ETC   | 211.13.6411.00.006.24.0.00 | \$7,125.00        |
| 2                                  | 1         | 6        | TASSP Conference, Assessment and Nat'l. Alt. Edu. Conference  | 211.23.6411.00.006         | \$900.00          |
| 2                                  | 1         | 6        | REGION ONE  | 211.13.6239.00.006.24.0.00 | \$1,300.00        |
| 2                                  | 1         | 8        | warehouse supplies, manipulatives, calculators, etc.  | 211.11.6399.00.006.24.0.00 | \$2,375.00        |
| <b>Sub-Total</b>                   |           |          |   |                            | \$11,700.00       |
| <b>Budgeted Fund Source Amount</b> |           |          |   |                            | \$11,700.00       |
| <b>+/- Difference</b>              |           |          |   |                            | \$0.00            |
| Teacher/Principal (255)            |           |          |   |                            |                   |
| Goal                               | Objective | Strategy | Resources Needed  | Account Code               | Amount            |
| 2                                  | 1         | 6        | CONFERENCE  | 255.23.6411.00.006.        | \$1,500.00        |
| 2                                  | 1         | 6        | CAST CONF., SOC. STUD. CONF., RGV STAT, TECH. CONF. & ETC   | 255.13.6411.00.006         | \$1,100.00        |
| 2                                  | 1         | 6        | CONFERENCE  | 255.32.6411.00.006         | \$1,200.00        |



| Teacher/Principal (255)            |           |          |  |                            |             |
|------------------------------------|-----------|----------|--|----------------------------|-------------|
| Goal                               | Objective | Strategy | Resources Needed                                   | Account Code               | Amount      |
| 2                                  | 1         | 6        | REGION ONE   | 255.13.6239.00.006         | \$1,000.00  |
| <b>Sub-Total</b>                   |           |          |  |                            | \$4,800.00  |
| <b>Budgeted Fund Source Amount</b> |           |          |  |                            | \$4,800.00  |
| <b>+/- Difference</b>              |           |          |  |                            | \$0.00      |
| Title III (263)                    |           |          |  |                            |             |
| Goal                               | Objective | Strategy | Resources Needed                                   | Account Code               | Amount      |
| 2                                  | 2         | 1        | INSTRUCTIONAL MATERIAL                             | 263.11.6399.00.006.25.0.00 | \$1,016.00  |
| <b>Sub-Total</b>                   |           |          |  |                            | \$1,016.00  |
| <b>Budgeted Fund Source Amount</b> |           |          |  |                            | \$1,016.00  |
| <b>+/- Difference</b>              |           |          |  |                            | \$0.00      |
| Title IV 289                       |           |          |  |                            |             |
| Goal                               | Objective | Strategy | Resources Needed                                   | Account Code               | Amount      |
| 2                                  | 5         | 3        | REGION ONE WORKSHOP                                | 289.31.6239.00.006.11.0.00 | \$400.00    |
| 2                                  | 5         | 3        | CONFERENCES  | 289.31.6411.00.006.11.0.00 | \$1,200.00  |
| 2                                  | 5         | 9        | RESOURCES AND OFFICE SUPPLIES NEEDED FOR COUNSELOR | 289.31.6399.00.006.11.0.00 | \$250.00    |
| 5                                  | 4         | 1        | INSTRUCTIONAL MATERIALS                            | 289.31.6399.00.006.11.0.00 | \$350.00    |
| <b>Sub-Total</b>                   |           |          |  |                            | \$2,200.00  |
| <b>Budgeted Fund Source Amount</b> |           |          |  |                            | \$2,200.00  |
| <b>+/- Difference</b>              |           |          |  |                            | \$0.00      |
| School Improvement Grant (211.SI)  |           |          |  |                            |             |
| Goal                               | Objective | Strategy | Resources Needed                                   | Account Code               | Amount      |
| 2                                  | 1         | 3        | classroom screens, chromebooks, poster printer     |                            | \$71,612.00 |
| 2                                  | 1         | 10       | CONSULTING SERVICES                                |                            | \$17,500.00 |
| 2                                  | 1         | 11       | Tutorial Staffing Cost                             |                            | \$5,978.00  |
| 2                                  | 1         | 11       | transportation                                     |                            | \$1,350.00  |
| 2                                  | 1         | 11       | misc. expenses - Snacks                            |                            | \$350.00    |
| <b>Sub-Total</b>                   |           |          |  |                            | \$96,790.00 |
| <b>Budgeted Fund Source Amount</b> |           |          |  |                            | \$96,790.00 |
| <b>+/- Difference</b>              |           |          |  |                            | \$0.00      |

**School Improvement Grant (211.SI)**

| <b>Goal</b>        | <b>Objective</b> | <b>Strategy</b> | <b>Resources Needed</b> | <b>Account Code</b> | <b>Amount</b> |
|--------------------|------------------|-----------------|-------------------------|---------------------|---------------|
| <b>Grand Total</b> |                  |                 |                         |                     | \$176,718.00  |

# Addendums