

Wimberley High School



2021-2022

Campus Improvement Plan

**CAMPUS IMPROVEMENT PLAN
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BOARD OF TRUSTEES, DISTRICT ADMINISTRATION, & WHS CIC

BOARD OF TRUSTEES

Joe Malone	President	Ken Strange	Member
		Lori Olson	Member
Rob Campbell	Secretary	Will Conley	Member
		Lexi Jones	Member

DISTRICT ADMINISTRATION

Dwain York	Superintendent
Dee Howard	Assistant Superintendent
Moises Santiago	Chief Financial Officer

WIMBERLEY HIGH SCHOOL CAMPUS IMPROVEMENT COMMITTEE

Jason Valentine	Principal	Darelle Jordan	School Nurse
Ryan Wilkes	Asst. Principal	Adriana Phillips	School Counselor
Shiela Parker	Asst. Principal	Topaz Lurwick	Special Education
Jennifer Albin	Teacher	Teri Brushaber	Parent
Donna Mial Gary	Teacher	Roz Simmons	Advisory Member
Brooke Horn	Teacher	Amy Lyles	Advisory Member
Kelly Douglas	Teacher		

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Wimberley Independent School District

Mission

WISD is dedicated to excellence in education that fosters a culture of kindness and respect, creates life-long learners, and empowers students to make a positive impact in their community.

Vision

Empowering and Inspiring ALL Students to Achieve their FULL Potential!

Goals

District Goal - Achieve Excellence in Education

Board Goal 1 - Create measurable academic improvement with focus in the following areas.

- Reduce the achievement gap for low socioeconomic and ELL students.
- Improve writing outcomes at all grade levels by enhancing and diversifying writing curriculum and providing additional opportunities for professional development that will allow our teachers to learn new strategies. Improve writing scores by 5% about state average, as recommended by district administration.
- Ensure opportunities for technical writing, research papers and development of advanced writing skills at the high school level in core subject areas.
- Make strategic investments to improve science outcomes at all grade levels, including providing increased opportunities and rewards for “hands-on” science learning.

Board Goal 2 - Implement a fiscal and facility management that is proactive, transparent and exceptional.

- Continue to update and analyze district facilities plan and make regular reports to the board on progress toward meeting those goals.
- Develop and implement a collaborative, strategic budgeting process that addresses current and future needs.

District Goal - Foster a Culture of Kindness and Respect

Board Goal 3 - Fully implement an anti-bullying/anti-discrimination curriculum or other similar age appropriate initiatives at all campuses. Provide information on how these activities are enhancing our campuses by cultivating a culture of kindness and respect and decreasing incidences of bullying and discrimination.

- Maintain a program for anonymous reporting and tracking incidences of bullying and discrimination on our junior and senior high campuses and promote student/faculty reporting of such incidences. Submit annual reports to track progress.
- Designate personnel at our elementary campuses to engage students and parents to report such incidents.

Board Goal 4 - Continue to develop and enhance our CTE program that provides graduates with:

- Post-secondary credits towards a degree;
- Substantial industry certifications;

- Vocational specific skills, proficiency, practical experience, and job training.

District Goal - Make a Positive Community Impact

Board Goal 5 - Develop and implement opportunities in the community for student engagement from all campuses that encourages leadership, community service, relationship building, and opportunities for student career and college preparation.

District Goal - Student Safety and Well Being

Board Goal 6 - Ensure that all of our campuses are compliant with Texas State University - Texas School Safety Center Standards. Hire outside professionals to perform annual district security audit to ensure that all of our facilities and procedures meet the standards and are as safe as possible.

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Comprehensive Needs Assessment Information

To assess where our students are in relation to our Vision, Mission, and our board-approved goals, the CIC reviewed all available data to identify our strengths and to prioritize our needs. Formal review includes data from the following:

- Disaggregation of longitudinal AEIS data
- Disaggregation of current-year AEIS data
- ✓ Discipline
- ✓ STAAR End of Course Exams (except 19-20, not testing)
- ✓ Retention
- ✓ Dropouts
- ✓ Completion Rates
- ✓ SAT/ACT
- ✓ AP Test scores
- Staff development needs
- Faculty Needs
- Teacher retention rates
- AYP
- Parent Involvement

Data sources limited due to suspension of testing in 2019-2020 due to COVID-19 Pandemic.

Prioritized Strengths and Areas of Concern

Our studies led us to the following discoveries regarding our strengths and our areas of concern, and both of these, then became the major focus of the 2021-2022 Campus Improvement Plan, either in the form of very specific objectives or actions under the objectives. Our prioritized strengths and areas of concern are expressed in the following:

Area of Review	Strength	Area of Concern
PBM – Performance-Based Monitoring	All compliance and performance indicators met state performance levels.	None
STAAR End of Course Exams 2020-2021 (First Time Taken %)	<ul style="list-style-type: none"> ● English I ELA ● Biology 	<ul style="list-style-type: none"> ● English II ELA ● Algebra I ● US History
Implementation of House Bill 4545	<ul style="list-style-type: none"> ● Increase STAAR Tutorial opportunities for students, 30 hours per failed or not taken test ● Incorporate more STAAR Remediation into the day-to-day lesson planning 	<ul style="list-style-type: none"> ● Time ● Student participation, close to 300 tests either not taken or passed
AYP – Adequate Yearly Progress	<ul style="list-style-type: none"> ● The High School Campus met Adequate Yearly Progress standards in English, Social Studies, Math, and Science 	None
Retention	<ul style="list-style-type: none"> ● Below state average in SPED 	<ul style="list-style-type: none"> ● Remain Proactive
Dropouts	<ul style="list-style-type: none"> ● Graduation Rate is 99.4% (2021, unofficial) 	<ul style="list-style-type: none"> ● Look for ways to keep students engaged/attending
Completion Rate	<ul style="list-style-type: none"> ● 98.9% Completion Rate (2018) 	<ul style="list-style-type: none"> ● Continue to address with acceleration program: Edgenuity
Attendance	<ul style="list-style-type: none"> ● Learning to Be Present– Attendance program in which staff put much effort in notification and encouragement of student attendance and attendance contracts. 	<ul style="list-style-type: none"> ● Concentrate on target students that are having trouble with attendance issues. Get them necessary help to be at school. (18-19– 96.3%)
Discipline	<ul style="list-style-type: none"> ● Majority of discipline issues are code 21 – Code of Conduct violations. Implement new Bullying Laws in Chapter 37. 	<ul style="list-style-type: none"> ● Continue to be proactive with staff and students. ● Continue working with restorative practices
Facility Needs	<ul style="list-style-type: none"> ● District has developed a Long Range Facility plan ● Updated Strategic Plan for 2017 – 2022, In progress 	<ul style="list-style-type: none"> ● Remain proactive
Programs – GT, SDFSC, EL, ARI/AMI, CTE	<ul style="list-style-type: none"> ● EL – Students met Annual Measurable Achievement Objectives ● CTE – Increased student enrollment and certifications 	<ul style="list-style-type: none"> ● EL – Continue to provide training for EL teaching strategies ● CTE – Provide more certification opportunities for students

Prioritized Strengths and Areas of Concern, *continued*

Area of Review	Strength	Area of Concern
Parent Involvement	<ul style="list-style-type: none"> • High participation in support organizations • Academic and Extracurricular Booster Clubs 	<ul style="list-style-type: none"> • Communication- increase number of parents utilizing family access
Technology	<ul style="list-style-type: none"> • Grade book and Family Access • E-mail • 1:1 initiative 	<ul style="list-style-type: none"> • Need for vertical technology team • Additional staff professional development for tech implementation

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Academics

We believe that: As educators, we maximize class time in an engaging and challenging way.

District Goal: Achieve Excellence in Education

Campus Goal: All students will participate in an appropriately challenging curriculum.

Campus Performance Objectives: All Students will attain mastery on the STAAR End of Course State Exams
Advanced Performance on STAAR End of Course Exams will increase to 35% of students.

Strategies/Activities	Resources/ Funding (\$145, 575)	Personnel Responsible	Evaluation Formative/ Summative	Date
Develop lessons that integrate writing across the curriculum as a formative assessment tool. Provide professional development for all teachers in writing instruction.	Local, State Funds, Teachers, Para-Professionals	Teachers Dept. Heads	Formative: Dept. Head Meeting and Departmental Meeting Agendas; Training for Writing Across the Curriculum for all departments. Summative: Promotion and Retention Rates, STAAR EOC results.	August 2021 - May 2022
Develop academic vocabulary lists that align with new TEKS and college/career-readiness expectations. Assess student baseline knowledge and monitor student academic vocabulary growth.	Local Funds	Principal, all core Teachers, Vertical Teaming	Formative: Plan for implementation of common vocabulary and benchmarks identified. Summative: SAT; ACT; EOC	August 2021- May 2022
Improve Reading/Comprehension in ALL Students through the Reading Plus Program.	Local Funds	Admin, Teachers	Pre/Post Testing and individual improvement.	August 2021- May 2022
Deliver lesson plans using Chromebook tools that give students opportunities to apply knowledge of course content.	Local Funds	Principal, Librarian Jason Grogan, Teachers	Formative: Review performance each six weeks. Summative: Increase in STAAR EOC results, Promotion Rates	August 2021 - May 2022

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Advanced Academic Instruction

Pre-AP, AP, GT, Dual Credit

We believe that: As educators, we maximize class time in an engaging and challenging way.

District Goal: Achieve Excellence in Education

Campus Goal: All students will have an appropriately challenging curriculum.

Campus Objective: The number of students enrolled in advanced courses will increase by 10% in 2021-2022.

Strategies/Activities	Resources/ Funding (\$5,300)	Personnel Responsible	Evaluation Formative/ Summative	Date
Vertical Teams for Math, Science, Social Studies, Language Arts, and Spanish will continue to work to improve the Honors/AP program in grades 9-12	Local, State Funds,	Teachers Dept. Heads	Formative: Dept. Head Meeting and Departmental Meeting Agendas, Honors/AP enrollment data	August 2021 - May 2022
Meet with parents and Honors/AP students at the beginning of the school year in conjunction with Open House to promote better understanding of the Honors/AP program Open House for Advanced Academic programs	Local Funds	Principal, Dept. Heads, Honors/AP Teachers, Counselors	Sign-in sheets AP test data Honors/AP enrollment data	August 2021 - May 2022
Meet with parents and students at the beginning of the school year to increase awareness of UIL academic events, the Model United Nations Program, and promote participation in these programs.	Local Funds	Principal, Librarian Jason Grogan, Teachers	Sign-in sheets UIL participation data	August 2021 - May 2022

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Attendance

We believe that: As a district, we strive to meet the needs of the “whole child”: academically, emotionally and socially.

District Goals: Achieve Excellence in Education
Foster a Culture of Kindness and Respect

Campus Goal: Increase Attendance to 97%

Strategies/Activities	Resources/ Funding (\$1,200)	Personnel Responsible	Evaluation Formative/ Summative	Date
Identify students who meet the state definition of truancy (a student that misses without excuse 3 days or parts of days in a 4 week period or a student that misses 10 or more days or parts of days in a 6 month period)	Local funds State funds	School Nurse Assistant Principals Attendance Clerk	Formative: attendance reports starting at 4 weeks and then every week thereafter to identify qualifying students Summative: 100% of truant students will be identified	August 2021 - May 2022
Continue with Learning To Be Present (Every Day Counts) with all truant students to fulfill the state mandated Truancy Prevention Measures (TPM), including but not limited to the following strategies: 1) Parent meeting 2) Evaluate cause of truancy 3) Identify and facilitate needed support services 4) Complete appropriate referrals to counseling, discipline (truancy court) etc. Nurse will contact any student with 3 consecutive absences.	Local funds State funds	School Nurse Assistant Principals Attendance Clerk	Formative: attendance reports starting at 4 weeks and then every week thereafter to identify all qualifying students. Summative: 97% or higher attendance rate for WHS campus	August 2021- May 2022
Identify students with underlying health conditions and/or excessive hours of credit recovery in the 2020-2021 school year and meet with parents prior to or as soon as possible after start of 2021 school year to arrange proactive support plan, TPM, and LTBP	Local funds State funds	School Nurse Assistant Principals Attendance Clerk	Formative: attendance recovery list from 2020-21 school year Summative: Increase attendance of historically truant students by 10%	August 2021 - May 2022

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Career & Technology Education

We believe that: As a district, we strive to meet the needs of the “whole child”: academically, emotionally and socially.

District Goals: Create Life-Long Learners
Make a Positive Community Impact

Strategies/Activities	Resources/ Funding (\$60,045)	Personnel Responsible	Evaluation Formative/ Summative	Date
CTE Career Clusters: Agriculture Science, Arts, Audio/Visual, Business, Construction, Engineering, Health Science, Human Services, Pharmacy Tech, Patient Care Technician, Marketing-details and course sequences in course book	Local	CTE Teachers	Formative: report cards, attendance, enrollment data Summative: earned certifications	August 2021
Increase the number of students earning industry/TEA -recognized certifications and increase the number of students earning college credits.	Local	CTE teachers Health teacher	Summative: Record of student receiving certifications and college credit for Adobe, OSHA, ACC credit-in-escrow; ECS; and AP, CPR certification, Welding certification, Food Handlers, CNA certification	August 2021- May 2022
Increase opportunities provided for career investigation through guest speakers, field trips, community collaborations, internships and practicums.	Local	CTE teachers	Summative: Record of field trips, guest speakers, and internship participation	August 2021- May 2022
Maintain CTE organizations available for students to join while increasing their participation. Health Occupation Students of America-HOSA, Family Career and Community Leaders of America-FCCLA, Future Farmers of America-FFA, STEM Club	Local	CTE teachers	Summative: obtain data on CTE organization student membership opportunities/participation	August 2021- May 2022

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Communication

We believe that: Our teachers are personally invested in our students.

District Goal: Foster a Culture of Kindness and Respect

Strategies/Activities	Resources/ Funding (Time)	Personnel Responsible	Evaluation Formative/ Summative	Date
Increase communication with parents through use of District and community resources (local newspaper), newsletter, email, Twitter, Communication Platform Apps.	Local	Counselors, Principal, Assistant Principals' Office,	Summative: Increase in the number of announcements and school updates posted on the District Website, WHS Homepage, and the <i>Wimberley View</i> .	August 2021- June 2022
Increase communication with parents by creating and distributing a parent and student survey focusing on campus culture. Posting daily announcements on Twitter and Instagram-make a student responsibility	Local	Principal Counselors	Summative: analyze the survey results to determine areas of needed improvement and assess parent perceptions/concerns	May 2022
Maintain a Student and a Faculty Advisory Committee	Local	Principal	Summative: assess value of Advisory board through student input on survey	May 2022

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Highly Qualified Teachers

We believe that: Our teachers are personally invested in our students

**District Goals: Achieve Excellence in Education
Create Life-Long Learners**

Strategies/Activities	Resources/ Funding (\$3,200)	Personnel Responsible	Evaluation Formative/ Summative	Date
Provide professional development activities that are: <ul style="list-style-type: none"> ● Aligned to state standards (TEKS)/STAAR ● Based on scientific research ● Grade-level/Subject specific training ● Targeted for development of measurable Student Learning Objectives (SLO's) 	Local	Assistant Superintenden t Principal	Summative: Staff Development activities will be evaluated immediately following the activity. Summative: 100% of teachers will receive high quality professional development.	August 2021 to June 2022

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English Learners (EL)

We believe that: Everything that we do should help ensure the success of ALL our students.

District Goal: Foster a Culture of Kindness and Respect

Campus Goal: There will be an increase in the total number of EL students that achieve Advanced level on TELPAS.

Strategies/Activities	Resources/ Funding (\$700 CF + DF)	Personnel Responsible	Evaluation Formative/ Summative	Date
<p>Build teacher and organizational capacity to serve non-English speaking students. Ensure that all teachers receive staff development and implement strategies, including Sheltered Instruction Training, ELPS, and TELPAS training to assist them in modifying and delivering appropriate instruction to EL students. Continue to encourage ELA teachers to obtain their ESL Certification.</p>	<p>State EL Title III Part A</p>	<p>Principal, EL Teacher, and District EL Coordinator</p>	<p>Formative: Lesson plans reflect strategies, Agendas, Student Progress, TTESS Summative: Increase test scores on all state mandated assessments for LEP students</p>	<p>August 2021 - May 2022</p>
<p>Increase awareness of post-secondary opportunities through college visits, scholarship and college application assistance through the Generation Pave the Way program and the use of Career Interest Surveys. Hold EL Parent Night in conjunction with Open House to increase participation.</p>	<p>Local</p>	<p>Teachers, EL Coordinator ELTeacher, EL Parent Liaison, Counselors</p>	<p>Summative: post-secondary enrollment information; graduation rates</p>	<p>August 2021- May 2022</p>

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Safe and Appropriate Facilities

We believe that: Everything that we do should help ensure the success of ALL of our students.

District Goals: Achieve Excellence in Education

Campus Objective: Provide students with learning environments that are safe, drug free and conducive to learning.

Strategies/Activities	Resources/ Funding	Personnel Responsible	Evaluation Formative/ Summative	Date
Wimberley High School will update and implement the crisis plan through practice and new “best practices.”	State/Local Title IV	Principal Assistant Principal School Nurse Campus Crisis Team	Formative: Monthly Drills; Campus Crisis Team reflections of drill success	August 2021- May 2022
Improve the internal and external security of the campus by increasing teachers/aides and security presence at duty stations and parking lots before, during, and after school. Updating camera placements and server. Increasing access control doors. Upgrading our visitor management system	State/Local	Principal Assistant Principal School Nurse	Formative: Duty roster sign-up sheets, Spot check duty stations, Quarterly meetings with Director of Safety	August 2021- May 2022
Continue Social Emotional Learning practices by providing professional development for teachers on SEL practices for students and work-life balance, and implementing curriculum for SEL to be taught in classrooms by teachers and counselors. Continue to use the Wellness Center as a resource for students.	Local	Principal Assistant Principal Counselors Director of Student Support Services	Formative: Questionnaire to guide professional development Summative: Data gathered from sign-in sheets, agendas, and planned activities, data gathered from participants	August 2021- May 2022

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Special Needs

We Believe that: As a district, we strive to meet the needs of the “whole child”: academically, emotionally and socially.

District Goals: Foster a Culture of Kindness and Respect

Campus Goal: 100% of our campus faculty will be able to access, understand and implement strategies identified in the individualized accommodation plans to actively support each student.

Campus Strategic Objective: 70% of all special Education students will meet expectations on State Assessments.

Strategies/Activities	Resources/ Funding (SPED-DF)	Personnel Responsible	Evaluation Formative/ Summative	Date
Wimberley High School will continue to implement Inclusion through our Special Education Department for the 2020-2021 school year. Inclusion classes will be supported by special education teachers and/or paraprofessional staff members. There is a need for continued training for our special education and general education staff members throughout the school year in effective strategies for both behavior and academics.	State Funds, Special Education, State Funds, I.D.E.A.	Sp. Ed. Dir., Sp. Ed. Coordinator Principal Assistant Principal	Formative: Participant sign-in sheets for training. Walkthroughs in classrooms. Summative: Surveys of teaching staff during the school year for feedback	August 2021- May 2022
Based on STAAR data, special education students tend to struggle on state assessments. We will continue to target individualized student academic needs through Reading Plus and ALEKS.	State Funds, Special Education State Funds, I.D.E.A.	Sp. Ed. Dir., Sp. Ed. Coordinator Principal Counselor	Formative: STAAR benchmark results Summative: STAAR scores	August 2021- May 2022

<p>Identified students with severe behaviors continue to grow and so by implementing a more rigorous multi-tiered system of support and working with our district behavioral specialist, safety team, and school counselors, WHS can ensure our educational environments are conducive to learning.</p>	<p>Local funds</p>	<p>Sp. Ed. Dir., Sp. Ed. Coordinator Principal Assistant Principal Counselors</p>	<p>Formative: participant sign-in sheets at staffing meetings for students Summative: Discipline records for students receiving SpEd/504 services.</p>	<p>August 2021- May 2022</p>
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Staff Development

We believe that: As educators, we maximize class time in an engaging and challenging way.

District Goal: Achieve Excellence in Education

Strategies/Activities	Resources/ Funding (\$14,463)	Personnel Responsible	Evaluation Formative/ Summative	Date
Increase teacher training on incorporating and emphasizing the use of technology in core curriculum classes: laboratory equipment, computers, graphing calculators, data projectors, digital photo equipment, software application.	Local Funds	Principal, Department Chairs Teachers	Formative: Staff Development Training Agendas & Schedules, Lesson Plans and walkthroughs documentation, Increased technology use. Summative: Increased EOC mastery.	May 2022
Plan and implement staff development on effective teaching practices and classroom management workshops to improve teacher/staff effectiveness and student performance on topics including: <ul style="list-style-type: none"> ● EOC alignment, Advanced Placement ● ESL & SPED Strategies ● Classroom Management ● CPR Trainer Training ● Student Learning Objectives (SLO's) ● Utilization of Employee Wellness Program ● Social Emotional w/Dr. Saenz 	Local, State Funds, Part A	Assistant Superintendent, Principal, Department Heads	Formative: Staff Development training agendas and sign-in sheets Summative: AP exam results & STAAR results; measure number of employees who have signed up for wellness program	May 2022
Technology training: <ul style="list-style-type: none"> ● GoGuardian ● Eduphoria training ● Skyward training ● Google training/Google Classroom 	Local	Assistant Superintendent, Principal, Department Heads	Formative: Staff Development training agendas & sign-in sheets Formative: Teachers are productive and successful in integrating technology into the classroom and in implementing Google Classroom with their classes, including parent communication as part of the information stream. Student growth & learning is evident.	May 2022
Student survey of each course completed	Local	Principal Teachers	Summative: use student input to help guide staff development	May 2022
Provide CTE teachers and counselors with professional development activities that emphasize the career development component of guidance. Complete Waiver Hrs. in School Calendar Attend ACC Consortium/Articulation meetings	CTE 167 & 244 Funds	CTE Dept. Head	Summative: List of Activities, agendas, sign-in sheets, student surveys	May 2022

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State Compensatory Education

We believe that: As a district, we strive to meet the needs of the “whole child”: academically, emotionally and socially.

District Goals: Create Life-Long Learners

Strategies/Activities	Resources/ Funding (\$3,000)	Personnel Responsible	Evaluation Formative/ Summative	Date
Generation Pave The Way	Grant funds Local Funds	Principal Counselors	Summative: Data gathered from program participants about the services provided to assist in college applications/scholarships	May 2022
Utilize Edgenuity for credit recovery (Program not included in funding allotment, district funds used).	Stimulus Funds, Local Funds	Principal, Counselors	Formative: Student progress will be evaluated each six weeks	October 2021- May 2022
Identify 1 st generation college students; College Fair, College visits for 1 st generation college students	Local	Asst. Principal, Counselors; SpEd. Coordinator, Nurse	Formative: Documentation TST Meetings; Student Progress Reports; Attendance reports Summative: Promotion/Retention Data, Graduation/Dropout Rate, Attendance Rate	October 2021- May 2022
F.O.R. (Friends of Rachel) Club, Senior Outreach group, No Place for Hate, Spectrum club, Canned food drive, Pet food drive	Local	Counselors, SpEd Coordinator	Summative: Data gathered from sign-in sheets, planned activities, and student participants	May 2022
Learning to Be Present, Everyday counts	Local	Admin, Nurse	Formative: Immediate improvement in student attendance Summative: Statistics on attendance percentages for at-risk students	June 2022

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Technology

We believe that: Everything that we do should help ensure the success of ALL of our students.

District Goal: Achieve Excellence in Education

Strategies/Activities	Resources/ Funding (\$23,500)	Personnel Responsible	Evaluation Formative/ Summative	Date
Technology staff and approved staff will direct staff development sessions concerning the implementation of technology into classroom lessons and projects. 1:1 initiative	Computer Labs, ChromeBooks	Principal CTE Dept. Chair Teachers	Formative: Questionnaire to guide professional development Formative: Incorporation of technology into everyday lessons and assignments will increase. Summative: feedback survey from teachers and students.	August 2021 – May 2022

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