

Bullard Early Childhood

“ Be Here ~ Be Human ~ Be Kind”

212-902-103



2018-2019

Campus Improvement Plan

Bullard ISD Campus Accountability Findings

- Bullard ISD-- District **“Met Standard”**
- All Campuses **“Met Standard”**-- Bullard Primary School & Bullard Elementary School (Paired Campuses), Bullard Intermediate School, Bullard Middle School, and Bullard High School
- Bullard Early Childhood is paired with Bullard Elementary for Accountability.

Campus	Overall	Student Achievement	Academic Growth	Relative Performance	Closing the Gap
Bullard ISD	Met Standard B - 86	B - 86	B - 84	C - 74	B - 86
Bullard Early Childhood	Met Standard - 86	Not Rated	Not Rated	Not Rated	Not Rated
Bullard Primary School	Met Standard - 86	Not Rate	Not Rated	Not Rated	Not Rated
Bullard Elementary School	Met Standard - 86	Met Standard - 90	Met Standard - 77	Met Standard -81	Met Standard -78
Bullard Intermediate School	Met Standard - 85	Met Standard - 87	Met Standard - 69	Met Standard - 77	Met Standard - 79
Bullard Middle School	Met Standard - 93	Met Standard - 90	Met Standard - 91	Met Standard - 77	Met Standard - 98
Bullard High School	Met Standard - 84	Met Standard - 84	Met Standard - 73	Met Standard - 70	Met Standard -80

**Comprehensive Needs Assessment Summary
2018-2019**

Data Sources Reviewed: <ul style="list-style-type: none"> Systems Safeguards, STAAR, STAAR EOC, PBMAS, Curriculum Audit, TAPR; ACT, SAT, TELPAS, Local Assessment data, TPRI (BOY, MOY, EOY), DEIC Input, Attendance, Discipline Data, Pass/Fail data, RtI Data, Highly Qualified Survey, Walkthroughs, Failure Rates, Survey Data, PEIMS Data, Program Evaluations, Professional Development, Technology Trainings, Stakeholder Surveys, Informal Evaluations 			
Area Reviewed	Summary of Strengths What strengths were identified?	Summary of Needs What needs were identified?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
Demographics	<ul style="list-style-type: none"> 5 Pre-Kindergarten classes 9 Kindergarten classes 2 PPCD classes Increase in enrollment in Kindergarten 1:15 Teacher/Student ratio for PK 1:20 Teacher/Student ratio for K 1:4 Teacher/Student ratio for PPCD 	<ul style="list-style-type: none"> Need additional paraprofessionals for Pre Kindergarten classrooms Better promote the PK program to increase enrollment numbers 	<ul style="list-style-type: none"> Meet Highly Qualified PK recommended guidelines
Student Achievement	<ul style="list-style-type: none"> TPRI scores shows growth from 53% Still Developing at BOY to 10 % Still developing at EOY. Local Math Assessments show growth from 24% at BOY to 93% at EOY Use of Daily 5 CLI Engage Progress 	<ul style="list-style-type: none"> Purchase additional math materials to implement Guided Math More rigorous approach to reading and math instruction in Kindergarten 	<ul style="list-style-type: none"> Local funds IMA funds

	<ul style="list-style-type: none"> Monitoring RTI 		
School Culture and Climate	<ul style="list-style-type: none"> Video Access System Raptor System Card access to building 	<ul style="list-style-type: none"> Add additional cameras to campus, card access 	<ul style="list-style-type: none"> Local funds
Teaching, Learning, and Assessment	<ul style="list-style-type: none"> BOY/MOY/EOY TPRI BOY/,MOY/EOY Local Math Assessments TEKS Resource System RTI Speech RTI Reading iRead program Foundations Daily 5 Ready Rosie 	<ul style="list-style-type: none"> Need additional staff for math intervention Align campus curriculum to TEKS Resource System YAG and IFDs 	<ul style="list-style-type: none"> Intervention, Title funds
Family and Community Involvement	<ul style="list-style-type: none"> Sign in sheets at Meet the Teacher, Parent Conferences, Grandfriend's Day, and classroom events/parties show above average attendance at campus events Ready Rosie Parent and Family Engagement program Campus uses a wide variety a communication methods to inform parents and families of campus events (Remind, Social Media, Newsletters, Website) 	<ul style="list-style-type: none"> Need a mentor program for at-risk students Offer Community Nights to educated parents on how they can help their child with literacy and numeracy Improve the Volunteer program-- low attendance at Volunteer Round-up 	<ul style="list-style-type: none"> Title funds, local funds
Technology	<ul style="list-style-type: none"> Technology integration 	<ul style="list-style-type: none"> Continued professional 	<ul style="list-style-type: none"> Technology funds

	<ul style="list-style-type: none"> • Use of Smartboards • Use ipads in the classrooms • Just-in-time support from IT Support team 	<p>development for technology integration</p> <ul style="list-style-type: none"> • More iPads for classrooms • Apps for iPads specific for PK and K students for Math and Reading • Apple TVs in all classrooms 	
Staff Quality, Recruitment, and Retention	<ul style="list-style-type: none"> • High retention rates of staff • Small, family community draws teachers to the district • Leadership committee • Staff Mentor Program • Online professional development 	<ul style="list-style-type: none"> • Improve salaries and benefits to be more competitive with neighboring districts 	<ul style="list-style-type: none"> • State and Local Funds

List the identified needs of the district derived from data review.

- Continue data disaggregation of local checkpoints, TPRI, and CLI Engage Progress Monitoring to ensure early intervention for PK and K students
- Monitor PEIMS data on Attendance/Discipline/Leavers
- Continue Technology Integration
- Continue Daily 5 implementation with consultant.
- Continue Guided Math implementation with consultant.
- Closely monitor student progress in the areas of Special Education
- Increase parent and family engagement

Campus Improvement Team 2018-2019 Early Childhood Committee Members

Amanda Goode, Administrator
Angie Peters, Non-Teaching/Counselor
Jill Snodgrass, Teacher
Hannah Carrion, Teacher
Pepper Mullins, Teacher
Cheryl Langston, Teacher
Melynda Cook, Teacher/Interventionist
Stacey Odom, Special Ed Teacher
Haley Tutt, Parent
Melissa Austin, Parent
Tammy Woodard, Community Member/Business
Billy Jones, Business



Goal 1: Exceed

Exceed in Teaching and Learning.

Goal 2: Communicate

Communicate and Collaborate with all Stakeholders.

Goal 3: Transform

Transform through Technology.

Goal 4: Secure

Secure and Ensure a Safe Learning Environment.

Goal 5: Cultivate

Cultivate and Employ Highly Effective Staff

Goal 1: Exceed in Teaching and Learning.

Objective 1 : Increase Attendance rates for all BEC students to 97 % or above.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Discuss attendance policy and new attendance procedures for students at “Meet the Teacher” and Parent/Teacher conferences.	Principal	Parents	August 21, 2018 January 21, 2019	Powerpoint presentation Parent Brochure Attendance policy PEIMS Data Attendance Clerk Skyward ESGI Reports DMAC Data CLI Engage Progress Monitoring Data	Formative: ongoing attendance data Summative: BEC attendance rate is 97%
Daily calls to parents about student absences.	PEIMS Secretary Automated Call System	Parents of students absent	August 2018 - May 2019	Attendance Automated Call System	Formative: ongoing attendance data Summative: BEC attendance rate is 97%
Communicate with parents regarding ongoing attendance patterns relating to attendance laws by sending letters informing them of 5, 10 and 15 days of	Principal, Counselor	Parents	At the end of each 9 weeks.	PEIMS Attendance Reports Skyward attendance notifications mailed Home Automated Call System	Formative: Monitor reports each six weeks Summative: BEC attendance rate is 97%

absences during the year.					
End of year perfect attendance luncheon with principal.	Principal, Counselor	Students with perfect attendance for the year	May 2019	Attendance Reports Skyward	Formative: Monitor reports each six weeks Summative: BEC attendance rate is 97%

Goal 1: Exceed in Teaching and Learning.

Objective 2: By the end of the 2018-2019 school year, 90% of students will be at the grade-level appropriate reading level.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resources	Evaluation
Pre-Kindergarten teachers will continue implementation of the "Foundations" program with Pre-Kindergarten students and PPCD	Principal Pre-Kindergarten teachers PPCD teachers	PK students PPCD students	August 2018- May 2019	Foundations Resources Director of Teaching and Learning	Formative: Progress monitoring (weekly) Summative: Evidence of improved reading level
Kindergarten students will	Principal Kindergarten	Kindergarten Students	August 2018- May 2019	Foundations Resources	Formative: Progress monitoring

participate in "Foundations" phonics program for 20-30 minutes daily.	Teachers				Summative: Evidence of improved reading level (TPRI)
Continue Reading support classes in Kindergarten.	Principal K teachers Interventionist	Identified students	August 2018- May 2019	Funds: SCE - \$28,400 SCE FTE - 1.25 Title I- \$70,391 Local	Formative: student progress each week RTI data documentation Summative: TPRI data
Implement differentiated instruction in reading and writing for all students including students in special programs (Dyslexia, Special Education, GT, ESL, 504, At Risk).	Teachers Interventionist ESL teacher Paraprofessionals	All students	August 2018- May 2019	Walkthroughs Lesson Plans Principal-Teacher Conferencing Writer's Workshop Daily 5 Genius Hour iRead Treasures Foundations Handwriting Without Tears Checkpoints Report Cards IEP	Formative: TTES informal walkthroughs; lesson plans; RTI Documentation by teachers Summative: TPRI data
Pre-Kindergarten and Kindergarten teachers will continue training and implementation of Daily 5 into their reading/writing	Principal Teachers Daily 5 Consultant	All Students	August 2018- May 2019	Daily 5 framework Funds: Local budget	Formative: TTESS Walkthroughs, lessons with consultant, training with consultant Summative: TPRI

curriculum.					data
Monitor and adjust reading/language arts alignment as necessary to meet the needs of students.	Principal Teachers Interventionist Director of Teaching and Learning	All Students	August 2018- May 2019	Teachers Director of Teaching and Learning	Formative: TTESS walkthroughs and observations; Scope and Sequence; Lesson Plans Summative: Improved academic performance, TPRI
Integrate Social Studies curriculum through reading	Teachers Director of Teaching and Learning	All Students	August 2018-2019	Texas Weekly Reader Treasures	Formative: TTESS Walkthroughs and observations; lesson plans; scope and sequence Summative: Completion of Activities related to the Texas Weekly Reader

Goal 1: Exceed in Teaching and Learning.

Objective 3: 100% of students will show progress from the Beginning of the Year Assessment to the End of the Year Assessment in Mathematics.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
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<p>Provide professional growth/training opportunities for math teachers.</p>	<p>Principal Director of Teaching and Learning Math Consultant</p>	<p>Teachers</p>	<p>August 2018- May 2019</p>	<p>Principals Director of Teaching and Learning Guided Math Resources Region VII CAMT Title I, Title II</p>	<p><u>Formative:</u> Attendance</p> <p><u>Summative:</u> Evidence of growth through classroom observations.</p>
<p>Continue to monitor the math curriculum alignment process.</p>	<p>Principal Designated Math Teachers Director of Teaching and Learning Math Consultant</p>	<p>Teachers</p>	<p>August 2018- May 2019</p>	<p>Math Alignment Documents Teachers TEKS Resource System</p>	<p><u>Formative:</u> Documents, lesson plans, classroom observations, grade level/subject area meetings, roster of trainings</p> <p><u>Summative:</u> Math scores will increase as alignment is reinforced each year.</p>
<p>Utilize strategies in the classroom on a daily basis for differentiation of math instruction for all students including special populations: (Dyslexia, SPED, GT, ESL).</p>	<p>Principal Teachers Math Consultant</p>	<p>Teachers</p>	<p>August 2018- May 2019</p>	<p>Region VII Workshops Guided Math Training Math Consultant</p>	<p><u>Formative:</u> Attendance in training</p> <p><u>Summative:</u> Evidence of best practices and strategies used in the classroom.</p>

Integrate instructional technology into classroom instruction to support achievement.	Principal Teachers Campus Technology Specialists Director of Teaching and Learning	Teachers	August 2018- May 2019	Campus Budget Technology Staff Development Region VII Workshops Campus Tech. Plans Fund 224	<u>Formative</u> : Students products, monitor technology plans, campus plans, principals' observations, lesson plans <u>Summative</u> : Evidence of technology application in instructional setting
Continue math support classes in Kindergarten	Principal Teachers Interventionist Paraprofessionals	Identified students	August 2018- May 2019	Math RTI Resources Funds: SCE - \$28,400 SCE FTE - 1.5 Title I- \$70,391 Local	<u>Formative</u> : progress each six weeks <u>Summative</u> : end of year data

Goal 1: Exceed in Teaching and Learning.

Objective 4: Increase performance for all students and all demographic groups in a Science.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Implementation of Science TEKS throughout the Language	Principal Teachers	Students	August 2018- May 2019	Treasures curriculum Ecoland	<u>Formative</u> : Campus goals/plans <u>Summative</u> : Student

Arts/Reading Curriculum.					success and increased student learning
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Goal 1: Exceed in Teaching and Learning.

Objective 5: Special Education All students who meet eligibility for special education will be placed and served according to guidelines and IEP.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Support student intervention teams on campus to ensure that a variety of intervention methods have been incorporated with students before referral to special education including RTI Speech, RTI Math, RTI Reading, and RTI for Behavior.	Principal Counselor Interventionist SIT	All Students	August 2018- May 2019	Funds: SCE - \$28,400 SCE FTE - 1.5 Title I- \$70,391 Teachers Supplemental Curriculum RTI Speech RTI Math RTI Reading RTI for Behavior	Formative: Documentation of evidence of intervention for individual students Summative: Results of intervention process
Provide training to all teachers on ARD Decision Making Process for state	Principal Counselor Director of Special Education	Special Education Students	August 2018	TEA Materials Director of Special Education	Formative: Program evaluation with self assessment

assessments.					Summative: Documentation of training/roster
Provide staff development for differentiated instruction for all students, including special education students.	Deputy Superintendent Director of Teaching and Learning Principals	All Students	August 2018	IDEA Region VII Co-Teach Training Workshop	Formative: Walk-throughs & evaluations Summative: Increased student achievement
Continue to serve and accommodate special education students as determined in the ARD meeting.	Principal Sp. Ed. Teacher Regular Ed. Teachers	Special Education Students	August 2018- May 2019	District training Research based curriculum	Formative: Checkpoint assessments Summative: Increased student achievement

Goal 1: Exceed in Teaching and Learning.

Objective 6: GT BEC will continue to identify and serve all eligible students for the gifted and talented program at each grade level.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
BEC will follow district policy for	Principal Counselor	GT Students	January 2019	BISD Local Policy (TASB)	Formative: Documentation of

identification and service of GT students.				BISD Procedures Region VII/Code VII	identification process Summative: Policies & procedures were followed during identification process
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Goal 1: Exceed in Teaching and Learning.

Objective 7: ESL 100% of students will show progress from the Beginning of the Year Assessment to the End of the Year Assessment on the IPT Oral Language Proficiency Exam.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Students qualifying for ESL services will receive appropriate placement and instruction.	Principal ESL teacher	Students	August 2018- May 2019	Individual student plans ESL teacher IPT	Formative: Checkpoints, inventories, assessment results Summative: Individual student assessment results

Goal 1: Exceed in Teaching and Learning.

Objective 8: Dyslexia Screening for all students for characteristics of dyslexia at the end of Kindergarten.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Review the dyslexia handbook and provide orientation to staff to increase the understanding of identification and dyslexia instruction	Principal Counselor Dyslexia Teachers	Teachers	Fall 2018	Local handbook Dyslexia Teachers	Formative: Faculty meeting/staff development Summative: All teachers will receive information
Continue dyslexia watch list, screening and services as designated in the district policy.	Principal Counselor Interventionist	Teachers Interventionist	August 2018- May 2019	District Dyslexia policy TPRI Data	Formative: appropriate students identified for services Summative: Student progress

Goal 2: Communicate and Collaborate with all Stakeholders.

Objective 1: Encourage and increase parent and community involvement for all campuses.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Provide various models of communications for parents and community	Principal Teachers	All stakeholders	August 2018- May 2019	Campus Website, Remind; PeachJar, Teacher Newsletters, Facebook, Email, Class Dojo, District phone system, facebook, letters home, campus newsletter	Attendance at events; website data; Survey of community
Meet the Teacher night prior to school beginning.	Principal Teachers	Parents	August 2018	Powerpoint with information for parents Parent Brochure	Attendance at the event/Sign In Sheets
Annual Title 1 Meeting with Parent-School Compact and Parent Engagement Policy	Principal Teachers	Parents Students	August 2018	Parent Compact Parent Engagement Policy Title 1 PowerPoint	Sign In Sheets from Title I Parent Meeting

Work with PTO to sponsor Grandfriend's Day.	Principal Teachers PTO	Grandparents Students	September 7, 2018	Information to parents and grandparents. Invitations posted on Facebook and website Lunch forms Funds: PTO	Grandfriend's Day sign in sheets
Provide an opportunity for future PK and K students to visit classrooms for transitioning purposes.	Principals Teachers	Students	May 2019	Discussion between BEC and BPS principal.	Smooth transition for students.
Provide monthly calendar of events.	Principal	Parents	Monthly 2018-2019	Campus calendar, campus website, email, Remind, Peachjar, Facebook	Parent knowledge of activities. Participation in activities.
Class Parties: Fall Christmas Valentine Easter End of Year	Principal Teachers	Parents Students	10/26/18 12/21/18 02/14/19 04/18/19 05/24/19	Newsletter, Remind, facebook, peachjar, info sent home, Social Media	Parent sign in sheet Parent survey at end of year.
Scholastic Book Fair	Principal Library Paraprofessional	Parents, Grandparents Community	August 31- September 10, 2018	Scholastic materials	Participation in the book fair

Parent/Teacher conferences to share student data with parents.	Principals Teachers	Parents	January 21, 2019	Parent conference checklist	Parent check off sheet
Provide students with a packet of work to be completed over the summer to help them retain information. Students will receive a prize for completion.	Principal Teachers	Students Parents	Summer 2019	Work packet Funds: Early Childhood Student Activity Account	Students will perform better on BOY testing.
Provide parents and families with a Parent and Family Engagement online program to facilitate the school-home partnership	Principal Counselor Teachers	Students Parents	September 2018-May 2019	Ready Rosie Title I Funds- \$2,000	Data Reports from Ready Rosie showing the number of parents enrolled and the number of videos viewed
Provide opportunities for the campus and campus families to meet together to improve literacy and numeracy through Community Nights	Principals Teachers PTO Volunteers	Students Parents Community Members	October 2018	PTO Student Activity Fund Book Fair	Sign In Sheets for Attendance Survey

Goal 2: Communicate and Collaborate with all Stakeholders.

Objective 2: All staff will ensure compliance and program effectiveness for SpEd, Federal/State programs, and state mandates.

Initiative/Strategy/Activities	Persons	Target Group	Timeline	Resource	Evaluation
Increase understanding of legalities and TEA mandates associated with Special Programs; Special Education; Dyslexia; 504; Gifted and Talented; ESL; Title Programs I, II and III; State Compensatory: CATE; HB-5 Requirements and Homeless	Special Programs Director, Principal, Special Program Staff, Counselor, Teachers	Parents and Staff	August 2018- May 2019	TEA guidelines and website; IDEA.org; Region 7; ESSA; THEO Act; BISD policies Parent/Student Conference; Informative Parental Video	Training of Staff on policies and procedures; Documentation of trainings including attendance;

Goal 3: Transform through Technology.

Objective 1: Increase technology integration.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Teachers will continue to integrate the use of technology tools in the regular classroom setting.	Principal Teachers Technology Specialist	Students	August 2018- May 2019	Technology Specialist Funds: Technology	Improved student achievement.
Enhance the use of iPads for students through the use of subject specific apps.	Teachers	Students, Teachers	August 2018- May 2019	Teaching and Learning, teachers, principals, Technology Director	Formative: Usage in the classroom by students and teachers evidenced in Lesson Plans and Walkthrough documentation Summative:; Feedback from teachers and students via Survey
Increase the amount of technology in classrooms.	Technology Director Principal	Teachers Students	Fall 2018- Spring 2019	iPads Apps for Math Apps for Reading	Improved student progress Formative: Usage in the classroom by students and teachers evidenced in Lesson Plans and Walkthrough

					documentation Summative;; Feedback from teachers and students via Survey
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Goal 4: Secure and Ensure a Safe Learning Environment.

Objective 1: Train students and staff on how to maintain a safe environment.

Initiative/Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Students will be encouraged to follow the rules and procedures by reviewing classroom rules.	Teachers	Students	First nine weeks On-going throughout 2018-2019	Classroom rules. BISD student handbook BISD student code of conduct	Handbook forms returned to the school.
Teachers will determine classroom discipline management systems.	Teachers	Students	First nine weeks On-going throughout 2018-2019	Discipline management materials and folders	Discipline management system posted in the classroom.
Students and teachers will participate in monthly emergency drills, both announced and	Principal Teachers	Principal Teachers Students	One each nine weeks	Campus Maps Campus Emergency Plan Emergency Red Folders in every	Teachers and students will have a working knowledge of all drills.

unannounced.				classroom	
Students and employees will participate in Red Ribbon week activities.	Principal Employees Students	Principal Employees Students	October 22-26, 2018	Materials to encourage students to be drug free. Funds: PTO to purchase supplies.	Improved safety and self image.
Students will listen to The Beginnings of Little Heroes during Friday Morning Meetings.	Principal	Students	Weekly in Character Ed Classes with the counselor during the Fall 2018 Every Friday in Spring 2019.	Character Network Funds: Provided by Horace Mann Co.	Improved student behavior.
Students will participate in small and large group instruction on character traits and social skills.	Counselor	Students	August 2018- May 2019	Character information	Improved positive self image.

Goal 4: Secure and Ensure a Safe Learning Environment.

Objective 2: Secure all buildings.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Driver's license check of all visitors entering campus facilities.	Principal Campus receptionist	All visitors	August 2018- May 2019	Raptor DL check	Formative: Review program with campus administrators

					Summative: Report on visitors status Safer campus daily
Video Surveillance Entry System	Campus Receptionist	All Visitors	August 2018- May 2019	Video surveillance system	Formative: Review program with campus administrators Summative: Report on visitors status Safer campus daily

Goal 5: Cultivate and Employ Highly Effective Staff.

Objective 1: Employ 100% highly effective core academic area teachers on each campus.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Review Highly Effective status yearly of current teachers according to state certification guidelines	Principal Supt. Deputy Supt. Human Resource Director	Principals Deputy Superintendent	August 2018	TEA/ESSA Individual status/teaching assignment	<u>Formative</u> : Forms, classroom assignments, certification areas <u>Summative</u> : All teachers meet qualifications according to assignment

Goal 5: Cultivate and Employ Highly Effective Staff.

Objective 2: Retain and cultivate 100% of Highly Effective teachers and 100% Highly Qualified Paraprofessionals.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Participate in job fairs to promote BISD.	Principal Human Resource Director	New Teachers	Spring 2019	University of Texas at Tyler Stephen F. Austin Univ., etc.	<u>Formative:</u> Attendance <u>Summative:</u> Communicate with potential teachers about BISD and opportunities
Establish an effective mentoring system in order to retain highly effective staff	Principal Director of Teaching and Learning	Teachers	August 2018	Region VII Mentor Agreement Mentor Expectations in writing	<u>Formative:</u> Mentor Assignments <u>Summative:</u> Feedback from teachers on process
Investigate methods for retaining and recruiting teachers of a “highly effective” status. All paraprofessionals will be 100% “highly qualified”.	Principal Human Resources Director	Teachers	Spring 2019	Standards for highly qualified Hire Ed Online system	100% retention of Highly Effective teachers

Goal 5: Cultivate and Employ Highly Effective Staff.

Objective 3: Provide relevant and rigorous PD to all teachers, counselors, and administrators.

Initiative/ Strategy/ Activities	Persons	Target Group	Timeline	Resource	Evaluation
Hire Language Arts consultant to provide relevant training on Daily 5 framework.	Principal	Teachers	6 visits between August 2018 and May 2019	Patsy Ramirez	Improved use of Daily 5 framework in the classroom and writer's workshop
Provide opportunities for teachers to participate in staff development appropriate to need.	Principal Director of Teaching and Learning	Teachers	August 2018- May 2019	Region VII and other vendors Online Bullard ISD PD program	Improved student achievement and engagement.