

Natalia Independent School District
Natalia Junior High
2023-2024 Campus Improvement Plan



Mission Statement

Natalia Junior High School is committed to providing a student-centered learning environment that encourages academic and personal excellence through the continuous development of responsible behaviors of all students and staff.

Vision

Natalia Junior High students will be prepared academically, socially and emotionally to successfully navigate their future.

Core Beliefs

The Natalia Junior High Pillars of Success:

Discipline

Academics

Attendance

Character

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

The Natalia Junior High needs assessment was completed by gathering data from various points and gathering input from various stakeholders. The traditional 8 areas of focus were explored and the information in the needs assessment helps drive the focus of the continuous improvement cycle of the campus.

Demographics

Demographics Summary

Natalia Junior High consists of students in the 6th-8th grade and is currently at an enrollment of 260 students with 83 in 6th grade, 97 in 7th grade and 80 in 8th grade.

The Junior High Campus is composed of 123 male students and 137 female students. 227 Hispanic students with 31 White students and 2 students in 2 or more ethnic groups. There are 216 Economically Disadvantaged Students and 173 At-Risk students. There are 35 students in the ESL program, 17 students in the Gifted and Talented program, 47 students who participate in Special Education, 22 Dyslexia students, and 25 in the 504 program.

Demographics Strengths

The student enrollment of 260 students allows the campus to have smaller class sizes and therefore service the students better academically.

The students are serviced by a staff that closely resembles their demographics with a high number of Hispanic staff members employed.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Diversity in student groups is not existent **Root Cause:** The community is primarily Hispanic and therefore our student population is highly Hispanic

Problem Statement 2: High number of students in the Special Education Program **Root Cause:** In-district identification or transfer students with residency in the district

Student Achievement

Student Achievement Summary

Reading	Met Passing Standard 2021-2022	Met Standard - State	Met Standard - Region	Met Passing Standard 2022-2023	Approaches 2022-2023	Meets 2022-2023	Masters 2022-2023	Did Not Met Passing Standard 2022-2023
6th	49%	75%	74%	77%	38%	31%	8%	23%
7th	68%	77%	75%	61%	28%	21%	12%	39%
8th	81%	82%	80%	77%	37%	29%	11%	23%
Math	Met Passing Standard 2021-2022	Met Standard - State	Met Standard - Region	Met Passing Standard 2022-2023	Approaches 2022-2023	Meets 2022-2023	Masters 2022-2023	Did Not Met Passing Standard 2022-2023
6th	46%	74%	72%	56%	40%	15%	1%	44%
7th	60%	61%	58%	48%	27%	16%	5%	52%
8th	49%	74%	71%	57%	42%	14%	1%	43%
Other	Met Passing Standard 2021-2022	Met Standard - State	Met Standard - Region	Met Passing Standard 2022-2023	Approaches 2022-2023	Meets 2022-2023	Masters 2022-2023	Did Not Met Passing Standard 2022-2023
8th Science	62%	72%	70%	52%	32%	17%	3%	48%
8th Social Studies	40%	60%	59%	49%	30%	12%	7%	51%

Student Achievement Strengths

Reading in the 6th Grade has outperformed the state and the region in passing rate.

Increase in passing rate in 6th and 8th Grade Math from previous year.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Performance on the state assessment in the area of Math **Root Cause:** Students have gaps in their math development due to a multitude of reasons

Problem Statement 2 (Prioritized): Performance on the state assessment in the area of Reading/Language Arts **Root Cause:** Students have gaps in their reading development due to a multitude of reasons

Problem Statement 3 (Prioritized): Special Education program student achievement on state assessments **Root Cause:** Students have deficiencies in their academics due to a multitude of reasons

School Culture and Climate

School Culture and Climate Summary

The campus has increased the focus of academics with the assistance of the curriculum and instruction department and through professional learning communities. Building the confidence and competence of the staff of Natalia Junior High is a priority.

New teachers participate in a mentor program. New teachers were assigned a mentor who can provide coaching, guidance, and monthly meetings to address needs.

Extracurricular activity involvement is high and include athletics, band, AG and academic UIL. This year the campus added the UIL one act play competition and competed in the district competition.

The Character Strong program has been expanded and is now a stand alone elective class. The students are benefitting from the course teaching.

The PBIS program has been initiated and is centered on the 4 pillars at the Junior High: Discipline, Academics, Attendance and Character.

School Culture and Climate Strengths

The students have good discipline overall and respond well to redirection when needed.

The students enjoy participating in sports with a high number of students participating for the school in 7th and 8th grade.

The students enjoy the band program and beginning and advanced band classes have a high enrollment.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): Students lack social emotional skills **Root Cause:** Students are challenged living in a society that poses many risks and they do not have enough support at home

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The 2023-2024 school year teaching staff has a good mix of veteran teachers in addition to new teachers to the profession and new to the campus.

With the implementation of a 4 day school week, the campus was able to attract higher quality candidates to high need areas. The district and campus have received good feedback on the schedule and will use the information to plan for the next school year.

Staff Quality, Recruitment, and Retention Strengths

The campus was able to hire quality veteran teachers in the Math and English departments.

Staff members have benefitted from an attendance incentive that was implemented at the district level

The veteran teachers are receptive and willing to assist new teachers.

The geographic location is within a reasonable driving distance to San Antonio.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Salary difference when compared to larger districts **Root Cause:** Smaller districts do not have the same resources and larger districts

Problem Statement 2: Teachers not entering the profession at the same rate as in the past **Root Cause:** Teaching profession is not viewed as a desirable profession when compared to other higher paying jobs

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Natalia Junior High works in conjunction with the Curriculum & Instruction (C&I) department consisting of one Director and academic coaches. Academic coaches work with Junior High teachers to provide support with instructional strategies, lesson planning, assessment building, classroom management, and any other teacher needs. The C&I department provides professional development, resource training and data analysis.

2023-2024 District Curriculum - Junior High School

Content Area	Tier 1	Tier 2/Tier 3
ELAR	SAVVAS	iLit mClass (6th) IXL
MATH	Stemscores	IXL Imagine Math Facts Discovery Ed Generation Genius
SCIENCE	Stemscores	Generation Genius Discovery Ed IXL (8th)

Content Area	Tier 1	Tier 2/Tier 3
SOCIAL STUDIES	Lowman	IXL (8th) Discovery Ed
TECH APPS	Learning.com	Discovery Ed
HEALTH	G-W Publishers	Discovery Ed
SPANISH	HMH Avancemos	

Curriculum, Instruction, and Assessment Strengths

Teachers are provided with quality materials that are aligned to the TEKS

Teachers have been receptive to professional development from campus administration and the C&I department

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Inconsistent use of best instructional practices in the classroom **Root Cause:** Instructional capacity of teaching staff

Parent and Community Engagement

Parent and Community Engagement Summary

Parent and Community Engagement have been a focus. The campus has implemented a weekly newsletter and distribute on social media and the mass communication system. The campus has also held Title 1 parent events and include parent information sessions on vaping and human trafficking. The campus has also teamed with the Elementary on literacy night and science night. Other community events include food drives and the summer mobile library program.

The district also utilizes the Natalia ISD website, Facebook Live, Twitter feed, SportsYou, and Remind to keep the parents and the community informed of district events and activities.

Parent and Community Engagement Strengths

The community attends athletic and band events at a high level

The community has been receptive to some of the academic events

The community has responded well to the Title 1 parent information sessions

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: The community does not attend academic events as much as athletic or band events **Root Cause:** The academic achievements is not viewed in the same manner as athletic or band achievements

Technology

Technology Summary

The campus utilizes chromebook carts where every student is able to use a chromebook while in class

The campus uses online instructional programs to facilitate student learning

The teachers use a variety of apps in order to teach or review learning material

Technology Strengths

Students have access to technology daily

Staff implements online programs and use technology daily

Problem Statements Identifying Technology Needs

Problem Statement 1: Internet connection can be an issue at times **Root Cause:** Internet infrastructure

Priority Problem Statements

Problem Statement 1: Performance on the state assessment in the area of Math

Root Cause 1: Students have gaps in their math development due to a multitude of reasons

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Performance on the state assessment in the area of Reading/Language Arts

Root Cause 2: Students have gaps in their reading development due to a multitude of reasons

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: Special Education program student achievement on state assessments

Root Cause 3: Students have deficiencies in their academics due to a multitude of reasons

Problem Statement 3 Areas: Student Achievement

Problem Statement 4: Students lack social emotional skills

Root Cause 4: Students are challenged living in a society that poses many risks and they do not have enough support at home

Problem Statement 4 Areas: School Culture and Climate

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance 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
- Section 504 data
- Gifted and talented data
- Dyslexia data

Employee Data

- Professional learning communities (PLC) data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data





Goals

Goal 1: Natalia Junior High will increase student academic achievement

Performance Objective 1: Increase student academic performance in the STAAR Reading/Language Arts state assessment

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Purchase and implement reading intervention program to address the students needs</p> <p>Strategy's Expected Result/Impact: Close learning gaps</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 2</p> <p>Funding Sources: Amplify MClass - 199-SCE - \$1,700</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize a reading intervention teacher to support reading instruction by creating Accelerated Instruction classes in the master schedule</p> <p>Strategy's Expected Result/Impact: Increase student performance in the area of reading and meet the requirements of HB 1416</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 2</p> <p>Funding Sources: Reading Intervention Teacher - 211-Title I - \$60,322</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement tutorial program to target students needing additional support in reading</p> <p>Strategy's Expected Result/Impact: Improve reading achievement</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>Problem Statements: Student Achievement 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 2: Performance on the state assessment in the area of Reading/Language Arts Root Cause: Students have gaps in their reading development due to a multitude of reasons</p>

Goal 1: Natalia Junior High will increase student academic achievement

Performance Objective 2: Increase student academic performance in the STAAR Math assessment

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement Accelerated Instruction classes on the master schedule for students who did not meet the passing standard in the STAAR Math assessment</p> <p>Strategy's Expected Result/Impact: Meet the requirements of HB 1416 and close the learning gaps</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Achievement 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement tutorial program to address students needs in the area of Math</p> <p>Strategy's Expected Result/Impact: Increase student academic achievement</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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>				





Performance Objective 2 Problem Statements:

Student Achievement
<p>Problem Statement 1: Performance on the state assessment in the area of Math Root Cause: Students have gaps in their math development due to a multitude of reasons</p>

Goal 1: Natalia Junior High will increase student academic achievement

Performance Objective 3: Increase the STAAR achievement of students in the Special Education program

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement Accelerated Instruction opportunities to include classes during the school day and after school tutorials</p> <p>Strategy's Expected Result/Impact: Increase academic achievement of Special Education students</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 3</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Performance Objective 3 Problem Statements:

Student Achievement
<p>Problem Statement 3: Special Education program student achievement on state assessments Root Cause: Students have deficiencies in their academics due to a multitude of reasons</p>

Goal 1: Natalia Junior High will increase student academic achievement

Performance Objective 4: Purchase and Utilize content specific learning programs to increase student academic performance

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement the IXL program</p> <p>Strategy's Expected Result/Impact: Increase student achievement in the areas of Reading, Math, Science and Social Studies</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Problem Statements: Student Achievement 1, 2, 3</p> <p>Funding Sources: IXL Program - 199-SCE - \$5,275</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement the Generation Genius and Imagine Math Facts programs</p> <p>Strategy's Expected Result/Impact: Increase the student academic achievement in Math and Science</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Problem Statements: Student Achievement 1</p> <p>Funding Sources: Generation Genius and Imagine Math Facts - 199-SCE - \$1,800</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		





Strategy 3 Details	Reviews			
<p>Strategy 3: Implement the Edgenuity program for students in the discipline alternative education program (DAEP)</p> <p>Strategy's Expected Result/Impact: Increase student achievement</p> <p>Staff Responsible for Monitoring: Campus Administration / DAEP staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>Funding Sources: Edgenuity - 199-SCE - \$2,500</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Problem Statements:

Student Achievement
<p>Problem Statement 1: Performance on the state assessment in the area of Math Root Cause: Students have gaps in their math development due to a multitude of reasons</p> <p>Problem Statement 2: Performance on the state assessment in the area of Reading/Language Arts Root Cause: Students have gaps in their reading development due to a multitude of reasons</p> <p>Problem Statement 3: Special Education program student achievement on state assessments Root Cause: Students have deficiencies in their academics due to a multitude of reasons</p>





Goal 2: Natalia Junior High will provide a safe, healthy and secure environment for all students and staff

Performance Objective 1: Provide a safe and secure environment conducive to learning

Strategy 1 Details	Reviews			
Strategy 1: Maintain the security around the campus and ensure doors and fences are secure Strategy's Expected Result/Impact: Safe and secure campus Staff Responsible for Monitoring: All campus staff members ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement the Life Spot App (Active threat alert system) Strategy's Expected Result/Impact: Identifying and reporting an active threat on campus in a timely manner Staff Responsible for Monitoring: District safety coordinator	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Maintain and monitor Anonymous Alerts Strategy's Expected Result/Impact: Safety and security of students and staff Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide CPI training to staff Strategy's Expected Result/Impact: Maintain the Campus Crisis Response Team Staff Responsible for Monitoring: Campus Administration / CPI trainers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Natalia Junior High will provide a safe, healthy and secure environment for all students and staff

Performance Objective 2: Provide social-emotional programs for students in Grades 6-8





Strategy 1 Details	Reviews			
Strategy 1: Implement the Character Strong program Strategy's Expected Result/Impact: Address social and emotional needs of the students Staff Responsible for Monitoring: Campus Administration Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Problem Statements: School Culture and Climate 1 Funding Sources: Staff Instructor - 199-SCE - \$10,161	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: Students lack social emotional skills Root Cause: Students are challenged living in a society that poses many risks and they do not have enough support at home





Goal 2: Natalia Junior High will provide a safe, healthy and secure environment for all students and staff

Performance Objective 3: Promote physical health

Strategy 1 Details	Reviews			
Strategy 1: Students will participate in the fitnessgram Strategy's Expected Result/Impact: Results will inform students of their current physical health	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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 3: Natalia Junior High will establish effective communication with all stakeholders through various outlets

Performance Objective 1: Increase parent and community events

Strategy 1 Details	Reviews			
<p>Strategy 1: Participate in the Fall Festival including community members in celebrating our students and community Strategy's Expected Result/Impact: Strengthen partnership with our parents and community Staff Responsible for Monitoring: Campus Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Hold Title 1 Parent events including educational events covering topics pertaining to Junior High students and parents Strategy's Expected Result/Impact: Build awareness for parents Staff Responsible for Monitoring: Campus Administration</p> <p>Title I: 4.1, 4.2 Funding Sources: Supplies - 211-Title I - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 3: Natalia Junior High will establish effective communication with all stakeholders through various outlets

Performance Objective 2: Increase communication with parents

Strategy 1 Details	Reviews			
Strategy 1: Use the "Remind" communication platform to communicate with parents Strategy's Expected Result/Impact: Delivery of high importance information Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Staff workday dedicated to parent conferences Strategy's Expected Result/Impact: Commutating positive areas and areas of concern Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Weekly campus newsletter and utilizing mass communication system to deliver to parents Strategy's Expected Result/Impact: Increase parental awareness Staff Responsible for Monitoring: Campus Administration Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 4: Natalia Junior High will provide leadership development for administrators and professional development for teachers and paraprofessionals.

Performance Objective 1: Provide professional development opportunities for campus administration

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training opportunities to campus testing coordinator Strategy's Expected Result/Impact: Ensure compliance with all testing requirements Staff Responsible for Monitoring: Campus Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: Texas Assessment Conference - 255-Title II - \$600</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Professional development for Campus Principal, Assistant Principal and Counselor Strategy's Expected Result/Impact: Increase content knowledge and expertise Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: Administrator Professional Development - 199-Local - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Natalia Junior High will provide leadership development for administrators and professional development for teachers and paraprofessionals.

Performance Objective 2: Professional Development for Teachers

Strategy 1 Details	Reviews			
Strategy 1: Teacher professional development Strategy's Expected Result/Impact: Increase teacher instructional capacity Staff Responsible for Monitoring: Campus Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Funding Sources: Teacher Professional Development - 199-Local - \$2,500	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Lead4ward Professional Development Strategy's Expected Result/Impact: Data desegregation/Instructional Strategies Staff Responsible for Monitoring: Campus Administration TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Lead4ward - 199-SCE - \$275	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<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>				

Targeted Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Purchase and implement reading intervention program to address the students needs
1	2	2	Implement tutorial program to address students needs in the area of Math
1	3	1	Implement Accelerated Instruction opportunities to include classes during the school day and after school tutorials

Campus Funding Summary

199-SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Amplify MClass		\$1,700.00
1	4	1	IXL Program		\$5,275.00
1	4	2	Generation Genius and Imagine Math Facts		\$1,800.00
1	4	3	Edgenuity		\$2,500.00
2	2	1	Staff Instructor		\$10,161.00
4	2	2	Lead4ward		\$275.00
Sub-Total					\$21,711.00
211-Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Reading Intervention Teacher		\$60,322.00
3	1	2	Supplies		\$500.00
Sub-Total					\$60,822.00
255-Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	1	Texas Assessment Conference		\$600.00
Sub-Total					\$600.00
199-Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2	Administrator Professional Development		\$3,000.00
4	2	1	Teacher Professional Development		\$2,500.00
Sub-Total					\$5,500.00