



Albany Jr. Sr. High School
Campus Improvement Plan
2021-2022

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10/18/2021

Legal References

- Each school year, the principal of each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)

Mission Statement

The Albany Independent School District will provide a quality education for all learners enabling them to function effectively, successfully, and productively in our democratic society

District/Campus Improvement Planning and Decision-Making Committee

Name	Position (Parent, Business, Teacher, etc...)	Signature
Glen Hill	High School Principal	
Leigh Lowe	Director of Student Services	
Michaela Bradford	High School Counselor	
Melanie Anderson	ELA Teacher	
Michelle Lowrey	Jr High Science Teacher	
Rick Davis	HS Math Teacher	
Dwayne Norton	HS Science Teacher	
Christi Chapman	Parent	
Mike Bean	Parent	
Susan Montgomery	Business	
Melissa Lee	Community	
Cort Peterson	Student Representative	

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL 1: The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL 2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL 3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL 4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

OBJECTIVE 1: Parents will be full partners with educators in the education of their children.

OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students.

OBJECTIVE 5: Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.

OBJECTIVE 6: Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE 7: The state's students will demonstrate exemplary performance in comparison to national and international standards.

OBJECTIVE 8: School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE 9: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

OBJECTIVE 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

TEA COMMISSIONER'S STRATEGIC PRIORITIES:

1 Recruit, support, retain teachers & principals	2 Build a foundation of reading and math	3 Connect high school to career and college	4 Improve low-performing schools
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State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in pre-k and k that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home

State Compensatory Education

This district has written policies and procedures to identify the following:

- Students who are at-risk of dropping out of school under state criteria
- Students who are at-risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio.

Total FTEs funded through SCE at this District/Campus:

The process we use to identify students at-risk is: *Students are identified through the 14 Indicators that are provided by the state. These are reviewed throughout the year.*

The process we use to exit students from the SCE program who no longer qualify is: Students are exited when they no longer meet one of the 14 indicators.

At AJHS State Compensatory Funds are used to support Title I initiatives.

State Compensatory Education

Test	Did Not Meet	Approaches	Meets	Masters
7 th Math	69%	31%	9%	0%
7 th RLA	37%	63%	26%	16%
8 th Math	26%	74%	33%	5%
8 th RLA	18%	82%	45%	14%
8 th Science	18%	82%	47%	18%
8 th S.S.	27%	73%	40%	13%
Algebra I	11%	89%	61%	24%
English I	15%	85%	73%	10%
English II	12%	88%	79%	3%
Biology	6%	94%	71%	11%
US History	3%	97%	76%	55%

	Drop Out Data		Completion Data	
	2016-2017	2017-2018	2016-2017	2017-2018
Students At-Risk	0%	0%	100%	100%
Students Not At-Risk	0%	0%	100%	100%

The comprehensive, intensive, accelerated instruction program at this district/campus consists of before school tutorials for students at-risk and those who are struggling. WIN time is also in place for 3-4 days a week. There is additional after school tutoring offered in Lion Academy, 3 days a week for three hours each day.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 1: Students in Grades 7 and 8 math courses will show at least a year of growth and/or obtain 80% Meets on Biology, History and Alg I.

Summative Evaluation: Students performance on STAAR Exams.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Review EOC Results	2,3	Core Teachers, Counselor, Principal	July 2021 - June 2022	Local, State,	STAAR Results	Improved performance on STAAR EOC
Provide flexible, focused small group instruction in the core subject areas during Advisory	2,4	Core Teachers, Counselor Principal	Every 6 weeks	Local, State	Classroom Attendance and Participation, Six Week Grades, and STAAR Results	Improved performance on concept-specific aligned assessment Student success as evidenced by walkthrough documentation
Lion Academy	2,4	Teachers	August 2021 May 2022	Title I	Sign in Sheets and completed work	Improved Academic Achievement
TEKS Resource System will be followed in the core content area to ensure a vertically and horizontally aligned curricula.	2,4	Principal, Counselor, Teachers	August -May	Title I, Local, State	Lesson Plans, TEKS Resource sign-in documents	Walkthrough and Observation Documents
Teachers will use Eduphoria to disaggregate data from STAAR, unit assessments and target learning needs	2, 4	Principal, Director of Student Services	August- May	Local Funds	Data	Utilization of Data to plan for learning needs
Utilization of WJN Time for specific RTI based on Quintiles of TEKS Checks	2, 4	Principal, Counselor, Teachers	August – May	Local Funds	Benchmark Data and Teacher Lesson Plans	Growth of student performance on Benchmarks and then STAAR.
Utilization of TEKS Checks to gather student academic data and growth	2, 3, 4	Principal, Counselor, Teachers	August – May	Local Funds	Benchmarks every six weeks.	Growth of student performance on Benchmarks and then STAAR.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students..

Objective 2: Increase Industry-Based Certificates to 10%.

Summative Evaluation: Master Schedule enrollment data and Industry-Based Certificates.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide tutorial for students who are at risk of failure in core subject areas	2	Core subject teachers Principal	Every 3 weeks	Title I, Local, State	Tutorial attendance records and academic achievement	Improved six weeks grades Reduced failure rate
Build Business/Technology Courses	2,3,4	Technology Teachers, Counselor Principal	August 2021 May 2022	Local, State Federal	Numbers of courses offered	Student 100% completion
Provide Programs of Study to meet the needs of students and community	2,3,4	CTE Teachers Counselor Principal	August 2021 May 2022	Local, State Federal	Number of courses offered and Program of Study pathways developed	Endorsements Earned
Supplies for CTE Classes	3	CTE teachers Principal	Every 3 weeks	Title I, Local, State	Receipts	Improved six weeks grades Reduced failure rate
Zello Program	3	Career WIN Teachers, Counselor, Principal	Every 3 weeks	Title I, Local, State	Zello Reports	Connection with Careers Designate Careers
Increase Industry-Based Cert.	3	Career WIN Teachers; Counselor, Principal	August 2021-May 2022	Title I, Local, State	CCMR Data	4 Industry Based-Certificates.

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 3: All students will be provided one-to-one computers and have opportunities to use technology and updated software.

Summative Evaluation: Equipment inventories, classes offered and usage reports.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Maintain 1 to 1 Laptops in grades 7th to 12th	2,3,4	IT Department	August 2021 May 2022	Local, State	Students learning to use 21st century technology, teacher input and walkthroughs	Students successfully completing courses
Provide more business opportunities in CTE courses to integrate with community needs.	2,3,4	Technology teachers, Counselor, Principal	August 2021 May 2022	Local, State Federal	Numbers of courses offered	Student ^{USE} completion
Update software licenses and use researched based programs to promote learning.	2,3	Technology, teachers, Paraprofessional, Counselor, Principal	August 2021 -May 2022	Title I, Local, State	Usage reports	Improved Student Scores and Progress Reports
Utilize differentiated instructional technology opportunities to classroom teachers	2, 3	Teachers, Principal	August 2021-May 2022	Local, State	Lesson Plans, Walkthroughs	Student engagement
Devices and Supplies	2, 3	Teachers, CTE Teachers, Counselor Principal	Every 3 weeks	Title I, Local, State	Receipts	Maintain Programs
Technology Supplies	2, 3	CTE Teachers, Core subject teachers Principal	Every 3 weeks	Title I, Local, State	Receipts	Maintain Program]s

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 4: AJHS will offer a variety of courses and support those courses to ensure high Graduation rates.

Summative Evaluation: Master schedule and enrollment data.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Offer AP/Dual Credit Courses to increase challenging opportunities for both GT and Regular Ed students.	3	Counselor Principal	August 2021 May 2022	Local	Number of courses offered	Number of courses completed with passing grade
Courses Required for Graduation	3,4	Counselor Principal	August 2021 May 2022	Local	Number of courses required	Number of courses completed with passing grade
Student Course Selection for the upcoming year	3,4	Counselor Principal	August 2021 May 2022	Local	Number of courses required	Number of courses completed with passing grade
Monitor the progress of EL students and provide additional support for students to become proficient in English and obtain mastery of content.	2,4	Teachers, Director of Student Services, Principal	August 2021 May 2022	Local, State Federal, Title III	Progress Reports, Grades	Grades, TELPAS, STAAR
Continue to provide numerous opportunities for students to participate in a wide range of co-curricular and extracurricular activities.	4	Teachers, Athletic Director, Coaches, Band Director, Team Leaders and Sponsors	August 2021 May 2022	Local	Schedules, Team Rosters, Participant Records	Increase in student involvement; parent support / attendance at activities and events

Supplies for Curriculum	4	Teachers, Principal, Counselor	August 2021 May 2022	Title I Local	Receipts	Increase supplies in programs
Supplies for extra-curricular	4	Coaches Principal	August 2021 May 2022	Title I Local	Receipts	Increased Graduation Rates

Goal 1: All students will attain maximum student achievement through relevant and rigorous instructional programs, while fostering the individual needs of students.

Objective 5: AJSHS will encourage participation in ACT and SAT exams.

Summative Evaluation: Data with scores and participation counts.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Increase Post-Secondary Assessments Performance	3	Faculty, Counselor Principal	August 2021 May 2022	Local	Advisory Enrichment	Number of students taking test
Being an SAT Testing Site	3	Faculty Counselor Principal	2021 - 2022 School Year	Local	Scheduling Dates for SAT	Number of students registering to take SAT
Using Khan Academy SAT Prep	3,4	Faculty Counselor Principal	August 2021 May 2022	Local	Using Advisory Period	Number of students participating in the program
Parents and students will be advised of the advantages of PSAT, SAT and ACT	3, 4	Counselor, Principal	August 2021 May 2022	Local	Documentation of Meetings and notices	Increased Participation
SAT/ACT Prep Programs (Cargill)	4	Counselor, Principal	August 2021 May 2022	Local	Assemblies Participation	Increased scores on SAT/ACT
TSI Testing Site	3, 4	Counselor, Principal	August 2021 May 2022	Local	TSI Tests	More TSI Tests taken
ASVAB tests in conjunction with Recruiter	3, 4	Counselor, Principal	August 2021 May 2022	Local	ASVAB Tests	Increased ASVAB participation

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 1: Faculty and Staff will be updated on Ethics, Mental Health and the latest trends.

Summative Evaluation: Increased Awareness and understanding.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide Faculty training	1	Director of Student Services, Principal	August 2021 May 2022	Local	Certifications and Sign In Sheets	Teachers learning the latest trends
Encourage and promote webinars, trainings and updates	1, 4	Director of Student Services, Principal	August 2021 -July 2022	Local	Certifications and Sign In Sheets	Teachers learning the latest trends
Continued Partnership with ESC 14	1, 4	Counselor, Principal	August 2021 May 2022	Local	Meet State Requirements	Improvement of Graduation Rates Improvement of Test scores
Parent Meetings based on Comprehensive Needs Assessment	4	Counselor, Principal	August 2021 May 2022	Local	Increased Parent Engagement	Improvement of Graduation Rates Improvement of Test scores
Academic and Athletic Booster Club	4	Counselor, Principal, Athletic Director	August 2021 May 2022	Local	Increased Parent Engagement	Improvement of Graduation Rates Improvement of Test scores

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 2: By May, 2022 the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 5% as measured by PEIMS and number of discipline referrals.

Summative Evaluation: There is a reduction in both incidents noted and discipline referrals by the amount stated.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Show videos with the purpose of disseminating information with regard to current rules and regulations including consequences for bullying, violence including date violence, harassment, alcohol and drug use.	1, 4	Principal, Counselor Director of Student Affairs	Monitor: end of each grading period	Local	Agenda Lesson Plans Campus Calendar	Reduction in PEIMS and discipline referrals
Bring in Guest Speakers from ESC 14 or community for Student, Parent, Staff training on internet safety, drugs, and bullying.	3,4	Principal, Counselor Director of Student Affairs	August 2021 May 2022	Local	Agenda Campus Calendar	Student Participation End of year data
Continue Partnership with Drug Dog Inspections	3,4	Principal	August 2021 May 2022	Local	4 Scheduled inspections	Paperwork and end of year data
Safety Equipment for Extra-Curricular Activities	4	Coaches Principal	August 2021 May 2022	Local Title 1	Receipts	Increased Graduation Rate

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.
Objective 3: Handbooks and Codes of Conduct will be reviewed and updated to meet the highest quality.

Summative Evaluation: Annual Board Review

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Show videos with the purpose of disseminating information with regard to current rules and regulations including consequences for bullying, violence including date violence, harassment, alcohol and drug use.	1, 4	Principal, Counselor	Beginning of year Monitor: end of each grading period	Local	Agenda Campus Calendar	Reduction in PEIMS and discipline referrals
Conduct Community Meetings	2,4	Superintendent, Director of Student Affairs Counselor Principal	Quarterly	Local	Agenda Campus Calendar	Sign in Sheets
Conduct New Student/Parent Orientation	2,4	Counselor Principal	Beginning of year	Local	Agenda Campus Calendar	Sign in Sheets
Handbooks and Code of Conduct Reviewed	2,4	Principal Superintendent	Yearly	Local	Handbooks and Code of Conduct books	Publication
Safety Doors	4	Maintenance Principal Superintendent	August 2021 May 2022	Local	Implementation of Security features	Improved Safety and Security of School
Identia-Kid Computer	4	Technology Director Principal	August 2021 May 2022	Local	Implementation of Security features	Improved Safety and Security of School

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.
Objective 4: Students will be trained in areas, including but not limited to, Social Media, Bullying, Law Enforcement, Vaping and Health and First Aid.

Summative Evaluation: There is a reduction in both incidents noted and discipline referrals.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Show videos with the purpose of disseminating information with regard to current rules and regulations including consequences for bullying, violence including date violence, harassment, alcohol and drug use.	1, 4	Principal, Counselor	Start of each Semester Monitor: end of each grading period	Local	Agenda Campus Calendar	Reduction in PEIMS and discipline referrals
Provide Assemblies/videos throughout the year over different topics concerning present needs. Ex. Vaping	3,4	Principal Counselor School Nurse	August 2021 May 2022	Local	Campus Calendar	Student Attendance and Outcomes
Red Ribbon Week	4	Counselor Principal	August 2021 May 2022	Local	Campus Calendar	Work with Community Drug and Alcohol Task force
Complete Required Trainings for Students	4	Counselor Nurse Principal	Yearly	Local	Campus Calendar	Drug and Alcohol CPR Dating Violence

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 5: Albany Jr. Sr. High will practice safety drills and supplies for Extra-Curricular and Classroom Safety.

Summative Evaluation: Documentation of drills and time to complete.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
The campus will conduct lockdown, fire, and tornado drills	1,4	Principal's Office	Quarterly 4 times a year	Local Fire Alarm System, Intercom System	Campus Calendar	Drill Log
Safety Equipment for Classroom	4	Teachers Principal	August 2021 May 2022	Local Title 1	Receipts	Compliance with safety and security measures. Lab Safety for classes
Extra - Curricular Safety	4	Teachers, Coaches	August 2021-May 2022	Local	Receipts	Compliance with safety

Goal 2: All students in AJSHS will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective 6: Communication with students, parents, community and school officials will be offered in a variety of ways.

Summative Evaluation: Feedback from parents and community members in the annual needs assessment.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Campus Improvement Committee	1,3,4	Principal Counselor Director of Student Services	October 2021 - April 2022	Local	Agenda Campus Calendar	Sign in Sheets Agenda
Utilization of SchoolMessenger, local newspaper, and Facebook for communication purposes	1,4	Principal, Staff	August 2021-July 2022	Local	Records from Facebook, SchoolMessenger Reports, Newspapers	Record of messages, Parental and Community Feedback

Goal 3: At AJSHS, 100% of core academic classes will be taught by appropriately certified teachers and 100% effective staff will be maintained.

Objective 1: 100% of core academic classes will be taught by appropriately certified teachers and 100% of paraprofessionals with instructional duties will meet ESSA requirements. Administrators will recruit and retain effective teachers.

Summative Evaluation: 100% of core academic classes will be taught by appropriately certified teachers and 100% of effective staff will be maintained.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide mentors for new/new to District teachers to support best practices and curriculum and planning support.	1	Principal	August 2021-July 2022	Local	New teacher orientation, mentor assignments	Increased retention and proficiencies
Seek highly qualified teachers	1	Principal	August 2021-July 2022	Local	Teacher Certificates	Certification Records, Increased Scores/Ratings
Utilize walk-throughs and T-TESS to provide feedback to teachers.	1	Principal	August 2021-July 2022	Local	Appraisal Calendar;	Evaluations, quality instruction
Continue to utilize ESC 14 Shared Service Arrangements for teacher training, support and resources	1	Superintendent, Principal, Director of Student Services	August 2021-July 2022	Federal Local	Contracts	Increased performance and proficiencies.

Goal 3: At AJSHS, 100% of core academic classes will be taught by appropriately certified teachers and 100% effective staff will be maintained.

Objective 2: AJHS will provide a workplace culture conducive to a good work environment by providing support and needed resources.

Summative Evaluation: Faculty and Staff responses on Annual Employee Comprehensive Needs Assessment.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide the Faculty with Professional Development Opportunities	1	Principal Faculty	August 2021 -May 2022	Local	Certifications	Teacher and Student Improvement & Certificates
Provide Faculty and Staff with yearly Survey for CNA	1,3,4	Superintendent Principal	August 2021 May 2022	Local	Survey Participation	Survey Results
Provide Students and Community with annual Survey	1,2,3,4	Superintendent Principal	August 2021 May 2022	Local	Survey Participation	Survey Results
General Supplies for Teachers Classroom	1, 4	Teachers Principal	Yearly	Local	Receipts	Teachers with their needed supplies
Counselor Supplies	1, 4	Counselor	Yearly	Local	Receipts	Counselor with their needed supplies
Library Books	2, 4	Counselor Librarian Principal	Yearly	Local	Receipts	Addition of library books

Goal 3: At AJSHS, 100% of core academic classes will be taught by appropriately certified teachers and 100% effective staff will be maintained.

Objective 3: Faculty and staff will be offered Professional Development opportunities throughout their careers to increase job performance.

Summative Evaluation: Certificates, Sign-in Sheets from Professional Development.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide Faculty and Staff with opportunities for Professional Development	1	ESC 14 District Academic Booster Club	June 2021 May 2022	Local	Certificates & Participation	Certificates
Provide Local Professional Development during In-Service Days Core Classes	1	District	June 2021 May 2022	Local	Participation and Sign in Sheets	Sign in Sheets Local Certificates
Local Professional Development during In-Service Days for CTE Classes	1	District	June 2021 May 2022	Local	Participation and Sign in Sheets	Sign in Sheets Local Certificates
Local Professional Development during In-Service Days for ESL Classes	1	District	June 2021 May 2022	Local	Participation and Sign in Sheets	Sign in Sheets Local Certificates
Local Professional Development during In-Service Days for Extracurricular Classes	1	District	June 2021 May 2022	Local	Participation and Sign in Sheets	Sign in Sheets Local Certificates
Local Professional Development during In-Service Days for Professional Conferences	1	District	June 2021 May 2022	Local	Participation and Sign in Sheets	Sign in Sheets Local Certificates