



Education Service Center (ESC) Number: Region 20	District Number:	District Name: San Antonio ISD	Campus Number: 00000153	Campus Name: Dorie Miller ES
---	------------------	-----------------------------------	----------------------------	---------------------------------

Date of Public Hearing for Targeted Improvement Plan:		Date Targeted Improvement Plan Approved by Board:	11/11/19
District Coordinator of School Improvement (DCSI):	Jonelda De Leon	Professional Service Provider (PSP) Name:	Sylvia De La Pena
District/Campus Leadership Team (DLT/CLT) Members:			

**Texas Title I Priority Schools (TTIPS) Grant/Project Monitoring**

**Critical Success Factor 1: Improve Academic Performance**

Annual Performance Goals, 2017-2018	Annual Performance Goals and Targets from EOY document					On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)				
	87% of all students will meet approaches, meets and/or masters in Reading/ELA on 2018 STAAR.					Select					
	87% of all students will meet approaches, meets and/or masters in math on 2018 STAAR.					Select					
						Select					
						Select					
						Select					
						Select					
						Select					
Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
Implement a PreK-3 Balanced Literacy Initiative	Train all teachers in balanced literacy model Provide complete scholastic materials for BL Provide American Reading Company reading program for bilingual students	ECE Implementation Specialist and ELAR I S and Office of Professional Learning	time for training, scholastic and ARC materials, access to Schoolpace software for ARC		Select	Implement a PreK-3 Balanced Literacy Initiative to bridge achievement gap in all subjects	maintain a focus on balanced literacy, use walkthrough and feedback to maintain focus on literacy	ECE Implementation Specialist and ELAR I S and administration	time for training, scholastic and ARC materials, access to Schoolpace software for ARC		Select
Hire an Early Childhood Implementation Specialist (ECIS) to work exclusively with Early Childhood Education pre-k teachers.	Recruit and hire	Human Resources and Office of School Improvement	qualified applicants		Select	Hire an Early Childhood Implementation Specialist (ECIS) to work exclusively with Early Childhood Education pre-k teachers.	observe classrooms	ECE IS	observation protocol or ECE program guide		Select
Create a 21st Century Learning Environment by equipping teachers with the most advanced instructional technology and flexible furniture	SMART board training, flexible furniture use for creative grouping, Ipad integration training	Office of School Improvement, administration	training dates, trainers from SMART, district training		Select	Create a 21st Century Learning Environment by equipping teachers with the most advanced instructional technology and flexible furniture	Nearpod and Google Classroom training and integration, use of Dreambox, Lightsail and Fast Forward	Tech IS, teachers, Admin	tech materials and training		Select
Hire 4 core grant-funded Implementation Specialists who will provide job-embedded professional development to Miller teachers and will work in partnership with teachers to improve learning outcomes for students.	Recruit and hire.	Human Resources and Office of School Improvement	qualified applicants		Select	Hire 4 core grant-funded Implementation Specialists who will provide job-embedded professional development to Miller teachers and will work in partnership with teachers to improve learning outcomes for students.	Provide PD to teachers on all designated PD days	content IS team	training materials, time for planning		Select

Miller teachers who increase student achievement on state assessments and increase student learning time are eligible to receive up to \$15,000.	Develop an incentive pay rubric , implement tutoring and extended learning opportunities for students, implement the use of teacher-leaders to guide instruction, plan school events, and manage PLC and data analysis	Principal ,Extended Day Site Coordinator	district approval of incentive pay rubric		Select	Teachers assessed as high performing under T-TESS system will be eligible to receive \$15,000 to continue employment at campus	Develop an incentive pay rubric , implement tutoring and extended learning opportunities for students, implement the use of teacher-leaders to guide instruction, plan school events, and manage PLC and data analysis	District Payroll , Office of School Improvement, Principal	district determines amount of incentive earned by each teacher, their own calculations based on their plan, campus measures provided by principal and site coordinator		Select
Early childhood implementation specialist will provide job-embedded professional development to Pre-K teachers to support implementation of the Pre-K Balanced Literacy Initiative	Hire an ECE IS collect data on current levels of balanced lit implementation in PK.	Human Resources and Office of School Improvement, ECE IS, administration	recruit and hire an IS		Select	Early childhood implementation specialist will provide job-embedded professional development to Pre-K teachers to support implementation of the Pre-K Balanced Literacy Initiative	Hire an ECE IS collect data on current levels of balanced lit implementation in PK.	Human Resources and Office of School Improvement, ECE IS, administration	ECE IS trained in district PK program		Select
Implementation Specialist will provide coaching and observation for teachers to and a focus on Tier 1 instruction.	Develop plans and schedules for IS's to meet with grade levels and teachers;develop a system of documentation for IS's	implementation Specialists and administration	meeting times, access to coaching materials		Select	Implementation Specialist will provide coaching and observation for teachers to and a focus on Tier 1 instruction.	Develop plans and schedules for IS's to meet with grade levels and teachers;develop a system of documentation for IS's	implementation specialists and administration	meeting times		Select

**Critical Success Factor 2: Quality Data to Drive Instruction**

Annual Performance Goals 2017-2018	Annual Performance Goals and Targets from EOY document	On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)
	100% of all teachers will reach proficient or higher on T-TESS dimension 1.2 by using data to make instructional decisions	Select	
	100% of all teachers will reach proficient or higher on T-TESS dimension 2.5 by utilizing data binders with students to chart and monitor progress.	Select	
	100% of T-TESS observations will show implementation of small groups and intervention groups for reading and math.	Select	
		Select	
		Select	
		Select	
		Select	

Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
Hire an Educational Systems Analyst who will observe, interview, and collaborate with teachers with the goal of understanding the data needed to support high quality classroom instruction.	Increase use of balanced lit in PK-walkthrough data	Human Resources, Office of School Improvement, ESA, teachers, administration	scheduled PLC and observation times		Select	Hire an Educational Systems Analyst who will observe, interview, and collaborate with teachers with the goal of understanding the data needed to support high quality classroom instruction.	weekly PLC, review of 3, 6, 9 week assessment data	ESA, teachers	scheduled PLC and observation times		Select
The ESA will deliver professional development to teachers on data analysis to drive instruction	PLC time with each grade level to review initial data BOY and historical data	ESA, teachers, administration	scheduled PLC times current and historical assessment data		Select	Deliver professional development to teachers on data analysis to drive instruction	PLC time with each grade level to review initial data BOY and historical data	ESA, teachers, administration	scheduled PLC times current and historical assessment data		Select
Create a new Digital Data Room which will consist of an interactive display with a dedicated micro desktop computer and ten laptop computers.	Purchase the materials, set up the room, ensure appropriate programming	IT, Office of School Improvement	technology and tech support		Select	Create a new Digital Data Room which will consist of an interactive display with a dedicated micro desktop computer and ten laptop computers.	teachers will use the surface pros to digitally manipulate data	ESA and teachers	technology and tech support		Select
Student data will be aggregated by teachers into shared documents using Office 365 for district assessments and Google Docs for campus Common Formative Assessments	Create google shared drive, teacher training in data aggregation	ESA, teachers, administration	PLC time for training		Select	Student data will be aggregated by teachers into shared documents using Office 365 for district assessments of Google Docs for campus Common Formative Assessments	Create google shared drive, teacher training in data aggregation	ESA	PLC time for training		Select
Progress monitoring tools MAP for math and reading, Fountas and Pinnell to track reading, campus based assessments to track all content areas, student portfolios to track year-to-year growth and School Progress Domain.	Obtain all the mentioned programs, use the programs to assess and monitor student progress.	SAISD - various offices, ESA, teachers, administration	student portfolio supplies		Select	Progress monitoring tools will include Istation to track reading and writing, Fountas and Pinnell to track reading, Compass learning to track math, campus based assessments to track all content areas, student portfolios to track year-to-year growth and School Progress Domain.	Obtain all the mentioned programs, use the programs to assess and monitor student progress	SAISD - various offices, ESA, teachers, administration	Compass Math and Istation		Select
Teacher will participate in the Texas School Ready training and receive professional development on the CIRCLE progress monitoring system	hire ECE IS, begin set up for CIRCLE access	Office of school improvement, ECE IS, administration, teachers	training, access to computer program and assessment materials,		Select	Teacher will participate in the Texas School Ready training and receive professional development on the CIRCLE progress monitoring system	hire ECE IS, begin set up for CIRCLE access	Office of school improvement, ECE IS, administration, teachers	training, access to computer program and assessment materials,		Select
					Select						Select

**Critical Success Factor 3: Leadership Effectiveness**

Annual Performance Goals and Targets from EOY document		On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)
Annual Performance Goals, 2017-2018	18 teachers will maintain a leadership role on the campus.	Select	
	87-100% of teachers will demonstrate effective classroom and instructional practice based on feedback and coaching provided by grade level chairs (teacher-leaders)	Select	
		Select	
		Select	
		Select	
		Select	
		Select	

Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
Provide the Miller principal with operational flexibility in the areas of staffing and compensation to improve student performance by identifying, developing, rewarding and elevating the role of high-quality teachers at Miller.	Interview teacher applicants and recommend for employment, create teacher incentive pay rubric	Principal, Office of School Improvement, Human Resources	access to HQ teachers, support from HR		Select	Provide the Miller principal with operational flexibility in the areas of staffing and compensation to improve student performance by identifying, developing, rewarding and elevating the role of high-quality teachers at Miller.	Interview teacher applicants and recommend for employment, create teacher incentive pay rubric	Principal, Office of School Improvement, Human Resources	principal provided the ability to hire staff		Select
Implement PLCs to foster collaborative learning among colleagues and share leadership through staff input in decision making.	Develop master schedule with 90 minutes of PLC time weekly, structured agenda to include guiding questions for decision making	Principal, Implementation Specialist, Data Analyst, Teacher Leaders	90 minutes of enhancement time, tech IS, counselor, and librarian to work with students during PLC time		Select	Implement PLCs to foster collaborative learning among colleagues and share leadership through staff input in decision making	PLC meets weekly to review data, set up flexible groups and plan	Principal, Implementation Specialist, Data Analyst, Teacher Leaders	90 minutes of enhancement time, tech IS, counselor, and librarian to work with students during PLC time		Select
Empower teachers by designing an Incentivized Placement System which requires teachers to take on additional responsibilities.	Create an incentive pay rubric	SAISD, office of school improvement, administration	meeting times to determine rubric		Select	Empower teachers by designing an Incentivized Placement System which requires teachers to take on additional responsibilities.	Create an incentive pay rubric	SAISD	payroll determined payments, district calculations, campus measures provided		Select
Teacher leaders will be developed by working with the implementation specialist throughout the grant period of performance.	Develop coaching schedules	Implementation Specialists, administration, teachers	none needed		Select	Teacher leaders will be developed by working with the implementation specialist throughout the grant period of performance.	Develop coaching schedules	Implementation Specialists	coaching training, protocol development		Select
TTIPS Implementation team will meet monthly to discuss issues and results and will make project adjustments based on information from these meetings.	Schedule meeting times	Implementation Specialists administration	none needed		Select	TTIPS Implementation team will meet monthly to discuss issues and results and will make project adjustments based on information from these meetings.	Schedule meeting times	DSCI - school improvement team, PSP, Campus team	quarterly check-in formation and current assessment data		Select
					Select						Select
					Select						Select

**Critical Success Factor 4: Increase Learning Time**

Annual Performance Goals and Targets from EOY document		On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)
Annual Performance Goals, 2017-2018	Provide additional/extended learning time for students through extended school day at 150 minutes per week	Select	
	All students will complete 7 projects through Saturday Academies offering 3 hour sessions to impact projects-based learning in science and writing	Select	
	Provide 90 minutes of collaborative grade level PLC time weekly which is embedded in the school day	Select	
		Select	
		Select	
		Select	

						Select						
						Select						
Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date	
Offer an extended-day program which is structured and aligned to the regular school day .	Establish a schedule of tutoring and enrichment activities, planning for each program, obtaining parent permission, setting up a documentation plan, identify students in need of services - added 30 minutes per day to the regular school day	Extended Day Site Coordinator, Office of School Improvement, administration, teachers	instructional materials as needed		Select	Offer an extended-day program which is structured and aligned to the regular school day	Establish a schedule of tutoring and enrichment activities, planning for each program, obtaining parent permission, setting up a documentation plan, identify students in need of services - added 30 minutes per day to the regular school day	Extended Day Site Coordinator	instructional materials as needed		Select	
Implement a summer enrichment program for 6 weeks during the summer months and hire a TTIPS-funded Site Coordinator to coordinate the summer enrichment program.	Hire the coordinator ,to begin develop the summer school plan	Office of School Improvement, Extended day Site Coordinator	funding for program, materials, locaiton, teachers		Select	Implement a summer enrichment program for 6 weeks during the summer months and hire a TTIPS-funded Site Coordinator to coordinate the summer enrichment program.	Hire the coordinator ,to begin develop the summer school plan	Office of School Improvement, Extended day Site Coordinator	funding for program, materials, locaiton, teachers		Select	
Hire an Extended Day Site Coordinator who will be vital to maximizing the effectiveness of the afterschool program.	Hire the coordinator, develop the after school school plan, obtain parent permission, gather teachers and materials	Office of School Improvement, Human Resources, principal	funding for materials		Select	Hire an Extended Day Site Coordinator who will be vital to maximizing the effectiveness of the afterschool program.	Hire the coordinator, develop the after school school plan, obtain parent permission, gather teachers and materials	Office of School Improvement and Human Resources			Select	
Provide full day Pre-K with increased learning time and instilled strong writing practices	Offer full day Pre-K using Frog Street curriculum	SAISD, ECE Implementation Specialist, administration, teachers	a writing program for Pre-K		Select	Provide full day Pre-K with increased learning time and instilled strong writing practices	Offer full day Pre-K using Frog Street curriculum	SAISD and ECE Implementation Specialist	a writing program for Pre-K		Select	
					Select						Select	
					Select						Select	
					Select						Select	

**Critical Success Factor 5: Ongoing Family and Community Engagement**

Annual Performance Goals, 2017-2018	Annual Performance Goals and Targets from EOY document				On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)					
	60% of parents in grade K-2 will participate in one of the three programs offered, FAST, PTHV, and APTT.				Select						
	Each teacher will make 9 contacts with parents.				Select						
	The campus will host 4 academic nights per semester for families to learn about curriculum.				Select						
					Select						
					Select						
					Select						
					Select						

Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
--------------------------	---	-------------------	--------------------	---------------------------	---------------------------	--------------------------	---	-------------------	--------------------	-----------------------------	---------------------------

Implement Academic Parent Teacher Team (APTT) Meetings which demonstrate that family-school-community partnerships with a central focus on advancing student learning can have a powerful impact.	APTT training for teachers and family engagement specialist	Office of School Improvement, administration, FES, teachers	training, time, funding, materials for the program		Select	Implement Academic Parent Teacher Team (APTT) Meetings which demonstrate that family-school-community partnerships with a central focus on advancing student learning can have a powerful impact.	APTT training for teachers and family engagement specialist	Office of School Improvement	training, time		Select
Establish the Parent Teacher Home Visit Project (PTHVP) -PTHVP increases student and school success by building and sustaining a national network of partners who effectively implement and advance our relationship-based home-visit model of family and teacher engagement in public schools across the United States and hire a A TTIPS -funded Family Engagement	PTHVP training for teachers and the FES	Office of School Improvement, administration, FES, teachers	training, time, funding for materials		Select	Establish the Parent Teacher Home Visit Project (PTHVP) -PTHVP increases student and school success by building and sustaining a national network of partners who effectively implement and advance our relationship-based home-visit model of family and teacher engagement in public schools across the United States and hire a A TTIPS -funded Family Engagement	PTHVP training for teachers and the FES	Office of School Improvement	training and time		Select
Provide the Families and Schools Together (FAST) Program , a systemic approach to assisting families in improving their parenting skills, family bonding and parental engagement in their child's life-long education process which enables parents of children/youth at-risk for school failure to develop the parent engagement skills to	FAST training for FES	Office of School Improvement, administration, FES	training, time, funding for materials		Select	Provide the Families and Schools Together (FAST) Program , a systemic approach to assisting families in improving their parenting skills, family bonding and parental engagement in their child's life-long education process which enables parents of children/youth at-risk for school failure to develop the parent engagement skills to	FAST training for FES	Office of School Improvement	training and time		Select
Hire a A TTIPS -funded Family Engagement Specialist who will coordinate the implementation of the Academic Parent Teacher Team Meetings	recruit and hire	Office of School Improvement, HR, and administration	training in the APTT program		Select	Hire a A TTIPS -funded Family Engagement Specialist who will coordinate the implementation of the APTT meetings	recruit and hire	Office of School Improvement, HR, and administration			Select
Parents will be invited and recruited to form a volunteer group at the campus to assist teachers in setting up classrooms and clerical work.	FES, PFL and PTA president will recruit parent volunteers and complete background checks	FES and PFL	meeting times, background checks, computer access, volunteer awards (funding).		Select	Parents will be invited and recruited to form a volunteer group at the campus to assist teachers in setting up classrooms and clerical work.	FES, PFL and PTA president will recruit parent volunteers and complete background checks	FES and PFL	training and time		Select
Host Parent/Family meetings to discuss TTIPS award and solicit feedback.	PTA and CLT monthly meetings	PTA president and school admin	funding for materials and refreshments		Select	Host Parent/Family meetings to discuss TTIPS award and solicit feedback.	PTA and CLT monthly meetings	PTA president and school admin	funding for materials and refreshments		Select
Contract with Communities in Schools to hire a Site Coordinator to support an improved school climate	Coordinate with CIS to find a counselor, provide a classroom for services, provide a list of students	CIS and school admin	classroom space, funding to supply classroom		Select	Contract with Communities in Schools to hire a Site Coordinator to support an improved school climate	Coordinate with CIS to find a counselor, provide a classroom for services, provide a list of students	CIS and school admin			Select

**Critical Success Factor 6: Improve School Environment**

Annual Performance Goals, 2017-2018	Annual Performance Goals and Targets from EOY document				On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)
	Student attendance will increase to 96.5 %				Select	
	Out of school suspensions will decrease from 28 to 26				Select	
					Select	
					Select	
					Select	
					Select	
					Select	

Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
Create a 21st Century Learning Environment by equipping teachers with the most advanced instructional technology and flexible furniture	Install tech and flex furniture, begin SMART board training for teachers	Office of School Improvement, administration, IT	funding for technology, coordination with IT and SMART trainers		Select	Create a 21st Century Learning Environment by equipping teachers with the most advanced instructional technology and flexible furniture	Install tech and flex furniture, begin SMART board training for teachers	Office of School Improvement	walkthrough data to determine technology use in the classrooms		Select
Connect students and their families to social support systems by contracting with Communities and Schools (CIS). A CIS Site Coordinator will help families access and navigate the maze of public and private services to help remove obstacles to a student's learning.	Coordinate with CIS, provide a classroom for services, establish a list of students	CIS, counselor, FES, PFL, school admin	funding to provide office/printing/materials needed		Select	Connect students and their families to social support systems by contracting with Communities and Schools (CIS). A CIS Site Coordinator will help families access and navigate the maze of public and private services to help remove obstacles to a student's learning	Coordinate with CIS, provide a classroom for services, establish a list of students	CIS and school admin			Select
Implement PBIS to reduce out-of- school suspensions	Begin PBIS plan with students, establish incentive programs, start assemblies and recognitions	PBIS committee, district behavior interventionist, admin, counselor, FES, PFL, teachers	funding for incentives and supplies, training for classroom management and behavior/discipline interventions		Select	Implement PBIS to reduce student referrals.	Begin PBIS plan with students, establish incentive programs, start assemblies and recognitions	PBIS committee, district behavior interventionist, admin	funding for incentives and supplies, training for classroom management and behavior/discipline interventions		Select

					Select						Select
					Select						Select
					Select						Select
					Select						Select

**Critical Success Factor 7: Ensure Effective Teachers**

Annual Performance Goals, 2017-2018	Annual Performance Goals and Targets from EOY document				On-Track assessment	Justification- Quantifiable Evidence of "On-Track" Assessment at mid-year (Spring)					
	87% of teachers will meet the criteria to receive financial incentive rewards for student performance.				Select						
	100% of teachers will meet T-TESS professional goals through support received from differentiated coaching opportunities.				Select						
					Select						
					Select						
					Select						
					Select						
					Select						

Interventions/Strategies	Activities to Implement Intervention (Fall)	Responsible Party	Required Resources	Evidence of Impact (Fall)	Period 1 Progress to Date	Interventions/Strategies	Activities to Implement Intervention (Spring)	Responsible Party	Required Resources	Evidence of Impact (Spring)	Period 2 Progress to Date
Provide job-embedded professional development delivered by TTIPS-funded Implementation Specialists	Set PLC schedule and expectations, begin classroom observations to determine training needs	Implementation Specialists, grade level chairs, admin, office of school improvement, office of academics	access to training resources as needed, substitute teachers to cover classes		Select	Provide job-embedded professional development delivered by TTIPS-funded Implementation Specialists	Set PLC schedule and expectations, begin classroom observations to determine training needs	Implementation Specialists, grade level chairs, admin	walk through and observations of instructional practice		Select
Develop an incentivized placement program to retain high-quality teachers and attract new teachers to work at Miller. Teachers who have shown increased student achievement will be eligible to receive up to \$15,000 to continue their employment at Miller. The incentivized placement program will require teachers to work longer hours or to take on crucial positions on the campus such as grade-level chair, staff the extended - day program, etc.	Create an incentive pay rubric, meet with teachers, set up extended day schedule, create documentation of time	Office of School Improvement, admin, Extended Day Site Coordinator, teachers,	approval of the pay plan, materials and resources for programs		Select	Develop and incentivized placement program to retain high-quality teachers and attract new teachers to work at Miller. Teachers who have shown increased student achievement will be eligible to receive up to \$15,000 to continue their employment at Miller. The incentivized placement program will require teachers to work longer hours or to take on crucial positions on the campus such as grade-level chair, staff the extended - day program, etc.	Create an incentive pay rubric, meet with teachers, set up extended day schedule, create documentation of time	Office of School Improvement, admin, Extended Day Site Coordinator	documentation through T-TESS of goal attainment and coaching records of IS team		Select
					Select						Select
					Select						Select

					Select						Select
					Select						Select
					Select						Select