

EOAC Waco Charter School Campus Improvement Plan  
2019-2020



**District/Campus**

**2019-2020**

**Improvement Plan**

**November 18, 2019**

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**Date of School Board Approval**

## Legal References

- *Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)*
- *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

At EOAC Waco Charter School, we will promote a safe and vibrant learning community that nurtures the values of citizenship, responsibility, and academic achievement. We will model good character, hope and the joy of living life to its highest potential.

# District/Campus Improvement Planning and Decision-Making Committee

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Nancy Cross	Campus Principal	<i>(on file on campus)</i>
Melissa Greenhill	Campus Teacher	<i>(on file on campus)</i>
Lindley Wylie	Campus Paraprofessional	<i>(on file on campus)</i>
Amber Crocker	Special Education	<i>(on file on campus)</i>
Carl Ritter	Campus Assistant Principal	<i>(on file on campus)</i>
Cassandra Bianchi	EOAC School Finance Officer	<i>(on file on campus)</i>
Rubi Solis	Parent	<i>(on file on campus)</i>

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

## **DISTRICT ESSA REQUIREMENTS**

**Equity Plan** [ESSA Sec. 1112(b)(2)]: The Waco Charter School percentage of inexperienced teachers is substantially improved for 2019-2020. Students “met standard” on the state assessment. Some continued growth among the student population is noted. The campus continues to target academic achievement gains among demographic sub populations as a priority.

**School Support & Improvement** [Sec. 1112(b)(3)]:  
*Waco Charter School is a single campus district.*

**Poverty Criteria** [Sec. 1112(b)(4)]:

Waco Charter School determines Title I eligibility and rank/serve order through a direct certification for the Community Eligibility Provision (CEP under the National School Lunch Program.

**Schoolwide Programs** [Sec. 1112(b)(5)]: Waco Charter School, in collaboration and cooperation with parents and community leaders, will operate a Schoolwide Title I program that provides research-based instruction delivered by highly qualified staff in a nurturing, language-rich environment. Though the student population represents those children most at-risk of underachievement, including not meeting minimum state standards of achievement and attendance, Waco Charter School will partner with families to overcome the barriers of poverty and language to guide students to achieving high expectations in their educational careers.

**Targeted Participants** [Sec. 1112(b)(6)]: Does not Apply.

## SCHOOLWIDE CAMPUS ESSA REQUIREMENTS – PARENT & FAMILY ENGAGEMENT

Though these Schoolwide campus Parent & Family Engagement requirements are not necessarily requirements of the CIP, TEA is expecting to see evidence of the following activities in your plans:

- **School Parent & Family Engagement Policy** [ESSA Sec. 1116(b)]:
  - Annual Title I meeting
  - Flexible number of meetings
  - Meaningfully involve parents in planning, review, improvement of programs, including Parent Policy
  - Provide Parents:
    - Timely notification about Title I programs
    - Description and explanation of curriculum and assessments used
    - Upon request, opportunities for regular meetings to participate in decisions related to child
    - Submit dissenting parent comments to LEA if SW plan is not satisfactory to Title I parents
- **School-Parent Compact** [ESSA Sec. 1116(d)]
  - Describe school's responsibilities to provide effective learning environment
  - Describe ways in which parents will be responsible for supporting student learning
  - Address importance of communication
    - Parent-teacher conferences in elementary (annually, at a minimum)
    - Frequent reports to parents regarding student's progress
    - Reasonable access to staff, volunteer opportunities and observation of classroom activities
    - Ensure two-way, meaningful communication in language family understands (as practicable)
- **Build Capacity for Involvement** [ESSA Sec. 1116(e)]
  - Provide assistance in understanding academic standards and assessment and how to monitor child's progress
  - Provide materials and training to help parents work with children to improve achievement
  - Educate teachers and relevant staff in value and utility of communicating with parents as equal partners
  - Coordinate/integrate parent involvement programs, as feasible
  - Ensure info related to school/parent programs, meetings, activities are provided in language/format understood
  - Provide other reasonable support for parental involvement activities
- **Accessibility** [ESSA Sec. 1116(f)]
  - Provide opportunities for informed participation of parents/family, including info and required school reports, in language/format parents understand

# 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: 8

The process we use to identify students at-risk is:

Waco Charter School follows the TEA criteria for identifying students at-risk of dropping out of school.

The process we use to exit students from the SCE program who no longer qualify is:

Waco Charter School follows the TEA criteria for exiting students from the SCE program who no longer qualify.

At Waco Charter School State Compensatory Funds are used to support Title I initiatives.

## State Compensatory Education

The comprehensive, intensive, accelerated instruction program at this district/campus consists of participating in an after-school program providing tutoring and homework assists for students at-risk, small class sizes and instruction supported by current technology in each classroom.

Upon evaluation of the effectiveness of this program the committee finds that Waco Charter School is seeing improved achievement for students as measured by STAAR results and campus benchmark assessments.



## Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This schoolwide program will consolidate funds in the following way: **Title I, Part A only** [ESSA Sec. 1114(b)(7)(B)]

Federal	
Program/Funding Source	Amount of Funding
Title I, Part A	\$85,681
Title II Part A	\$6,719
Title IV, Part A	\$10,000
Special Education/IDEA B	\$47,946
IDEA B/Pre-school	\$4,304
National School Breakfast/Lunch Program	\$200,000
State	
Program/Funding Source	Amount of Funding
State Compensatory Education	\$350,243
Dyslexia	\$1,923
Bilingual/ESL	\$28,350
Early Ed	\$102,135
Total FSP	\$2,100,000
Local	
Program/Funding Source	Amount of Funding
Local Funds	\$4,188

## Comprehensive Needs Assessment Attendees

Date(s): 8/14/2019

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Nancy Cross	Campus Principal	<i>(on file on campus)</i>
Melissa Greenhill	Campus Teacher	<i>(on file on campus)</i>
Lindley Wylie	Campus Paraprofessional	<i>(on file on campus)</i>
Amber Crocker	Special Education –	<i>(on file on campus)</i>
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Cassandra Bianchi	EOAC School Finance Officer	<i>(on file on campus)</i>
Rubi Solis	Parent	<i>(on file on campus)</i>

# Comprehensive Needs Assessment Summary 2019-2020

<b>Data Sources Reviewed:</b>			
<ul style="list-style-type: none"> <li style="width: 33%;"><ul style="list-style-type: none"><li>• Attendance trends</li><li>• Ethnicity</li><li>• Budget</li></ul></li> <li style="width: 33%;"><ul style="list-style-type: none"><li>• Facility design</li><li>• School personnel input related to facilities</li><li>• Instructional curriculum</li></ul></li> <li style="width: 33%;"><ul style="list-style-type: none"><li>• ESC 12 Assistance for training</li><li>• Teacher &amp; Parent surveys</li><li>• STAAR assessment results</li><li>• AYP, PBMAS, periodic benchmark data</li></ul></li> </ul>			
<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> What were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<b>Demographics</b>	Neighborhood school – walking distance for many; most families economically disadvantaged Primarily minority blend of cultures 97.6% student economically disadvantaged	Continuous upgrade of school facility. Increase student recruitment efforts Technology upgrades Teacher training	Increase science achievement Assure effective recruitment Sustainability Academic focus on Reading, Writing, Math and Science Closing the gaps in subgroups

<p style="text-align: center;"><b>Student Achievement</b></p>	<p><b>All Students:</b> Met Standard</p> <p><b>Ethnicity:</b> Minority dominant</p> <p><b>Economically Disadvantaged:</b> Majority of Students</p> <p><b>Gender:</b> No Data</p> <p><b>Special Program Groups:</b> Recent additions of computers for computer based learning. Increased emphasis on teacher training in Guided Reading and PLC. Addition of math specialist to address needs. Additional in-school tutorials Increase tech training.</p> <p><b>At-Risk:</b> Met Standard</p>	<p><b>All Students:</b> Identified needs for student academic improvement in reading, math, and science as evidenced on the STAAR test.</p> <p><b>Ethnicity:</b> Showing growth</p> <p><b>Economically Disadvantaged:</b> Met Standard</p> <p><b>Gender:</b> Challenge learners to master content with more rigor in curriculum.</p> <p><b>Special Program Groups:</b> On-going need to increase rigor in instruction. PLC training, WIN and Sharepoint Vertical alignment in reading, math and science curriculum. Small group/stations/centers to reach mastery of content. Closing the gaps in sub groups. (Title I, Part A, ELLs, Migrant, GT, CTE, SpEd, etc.)</p> <p><b>At-Risk:</b> At-risk students face challenges from lower than expected attendance.</p>	<p>Meet Growth Expectations Provide teacher training Computer Assisted curriculum Mentoring Tutoring and additional time-on-task in the identified subject need areas. Close the academic gaps in reading, writing, math and science. Improve STAAR scores Increase instruction using technology use at home.</p>
<p style="text-align: center;"><b>School Culture and Climate</b></p>	<p>Title 1 schoolwide campus. Primarily neighborhood school supporting multicultural population Parents, teacher highly involved in cultural celebrations throughout year. Parent involvement nights Mentorship – Kiwanis Club Foster Grandparents Program Afterschool Enrichment</p>	<p>Team Building PLC focused instruction and alignment Data review Parent, teacher &amp; principal training Increase writing materials using A-Z assessments and the guided reading resources Additional Math Supplements</p>	<p>Surveys: Directional to determine feedback from personnel Parental Involvement – Parent Academy Data Analysis and Alignment. Parent &amp; teacher surveys STAAR data PBMAS TAPR</p>

<b>Staff Quality / Professional Development</b>	Campus Principal and Assistant Principal of Instruction All professional staff HQ ESC personnel certified/ESL certified Professional development	Training in Guided Reading instructional delivery Training: increased utilization in TEKS resource, Lead4ward, DMAC, Imagine Math. Professional development G/T training Increase Formative Assessments weekly Review of Data during PLC meetings weekly.	To continue to have all personnel HQ To increase training in the delivery of reading, math, and writing instruction through increased training. Max use of consultants and Instructional Specialist.
<b>Curriculum, Instruction, Assessment</b>	Solid reading Curriculum (Imagine It!) Monitoring of reading assessments by BAS and A to Z Utilization of Education Galaxy K-5, and Imagine Math. New ELAR Curriculum implemented New Curriculum for core subject areas More computer use for student loaner program in grades 3-5.	Targeted needs based on student STAAR assessments identify need in reading and math improvement. Supplemental materials needed for reading and math, and EL. Increased technology. Improved science and access to the lab. And Tier 1, 2, 3 interventions.	By September 2020, 10% or more growth by all students.
<b>Family and Community Involvement</b>	Parent Academy enrollment Use of Rosetta Stone Good results from parent surveys. Use of Remind app for parent communication Information provided in Spanish and English.	Change in how we start our day: meet and greet with the teacher at the door. More use of our monitor. Need for continued marquee, Remind app, Facebook. Parent Involvement Conference	To make Waco Charter School a point of pride with parents, faculty and the community. To communicate in the best possible manner. Celebrate our school pride on Fridays. Waco Community Development Parent Trainings on campus 8 sessions
<b>School Context and Organization</b>	STAR program PTO / Parent Academy Kiwanis / BUGS (Bringing Up Your Grades) and Terrific Kids recognition. Antioch Volunteers.	Mentors, tutors in reading and math Baylor Mentors Antioch Book Club Store Terrific Kids and BUGs. Foster Grandparent Program (RSVP) Title 1 Parent Materials	To provide a complete neighborhood school with the greatest number of positive resources that can be provided.
<b>Technology</b>	Technology Lending Grant Title IV Subpart B Building Bridges Grant- student computers and WIFI hotspots Mobile Beacon Grant- Teacher laptops	Network upgrade Purchase new teacher laptops Purchase new Chromebooks & iPads	To provide a high-quality computer-based curriculum to students in the targeted priority areas in Science, Reading, Writing and Math.

<b>Additional Information</b>	
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**Goal 1:** EOAC Waco Charter School will meet standards in 2020 and will be on track for 70% with high expectations for student proficiency by 2020.

**Objective 1:** By September 2020, 70% of all students and each student group, including special education students tested, will pass all portions of the state assessment.

**Summative Evaluation:** 70% mastery and student assessment passing rate, meeting state expectations, AYP, PBMAS and ARD expectations.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide tutorial times for students who are at risk of failure in core subject areas. "WIN time" – extra tutorials for all grades; in-school tutorials	2	Teachers Principal Paraprofessionals	Daily for 30 minutes WIN time August – May	Title I, Part A State funds	Improved 6 weeks grades. Review of formative assessments	Reduce failure rate by 5%
Provide flexible, focused small group instruction in the core subject areas. Tier 2 Help in building vocabulary. Increased reading time in classrooms. Master Schedule.	2	Teachers Principal ESC Instructional coaches	Once monthly	Title I, Part A State funds	Improved performance on specific STAAR aligned assessment	Student success as evidenced by walkthrough documentation and coaching notes
Reading / writing Guided reading training	2	Interventionist Principal Assistant Principal Teachers	Monthly	Title I, Part A	Student's benchmark scores show increase in achievement	Improved reading, writing instruction
Target LEP students (Student Progress) for academic improvement. Parent Portal Imagine Software	2	Teachers Principal ESC 12 Instructional Coaches	Daily	Title I, Part A State funds Title III funds	Improved scores in classroom, STAAR, ITBS, TELPAS, benchmark testing	Attainment of 70% STAAR goal, progress report improvement. Closing the EL gaps

**Goal 1:** EOAC Waco Charter School will meet standards in 2020 and will be on track for 70% with high expectations for student proficiency by 2020.

**Objective 1:** By September 2020, 70% of all students and each student group, including special education students tested, will pass all portions of the state assessment.

**Summative Evaluation:** 70% mastery and student assessment passing rate, meeting state expectations, AYP, PBMAS and ARD expectations.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Parent participation in Learning Parent Component: Parent Involvement Conference	4	Teachers Principal Volunteers	May 2019	Title I, Part A	Improved scores in classroom, STAAR, ITBS, TELPAS, benchmark testing	Attainment of 70% STAAR goal, progress report improvement. Closing the ELL gaps
Add supplies for the Science lab – Master Schedule Reinforce Science Instruction	2	Principal Finance Teachers	Begin fall, 2019	PTO \$500	Used by students daily in the lab	Increased student achievement evidenced on benchmark and STAAR testing.
Conduct Saturday School and Enrichment	2	Teachers Principal Assistant Principal ESC 12 consultants	Begin Winter 2019	Title I, Part A State funds	Classes will be held as planned.	Student achievement improved in math and reading.
Decrease the school's widest gap between SpEd students and other sub-groups in reading and math. (ELL, economically disadvantaged, etc)	2	Teachers Principal Assistant Principal ESC 12 Instructional coaches	August 2019 – May 2020	Title 1, Part A IDEA B State funds	Consistent monitoring of student progress and the use of data-driven instruction.	STAAR results, observations, data walks and coaching

**Goal 2:** In Waco Charter School, 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained.

**Objective 1:** 100% of core academic classes will be taught by highly qualified teachers and 100% of paraprofessionals with instructional duties will meet ESSA requirements. The LEA will recruit and retain highly qualified teachers.

**Summative Evaluation:** 100 % of core academic classes will be taught by HQ teachers; 100% HQ staff will be maintained.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Evaluate applicant certifications / credentials and training and implement plan for deficiency for corrective action as needed. T-TESS – for all teachers	1	Principal HR Director Assistant Principal	August 2019	Title II, Part A	100% of core academic classes will be taught by HQ teachers	All paraprofessionals will meet ESSA requirements
Ensure that all low income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers	1	Principal Assistant Principal HR Director	Beginning of each semester and follow up.	Local Funds State Funds Title II, Part A	Teachers must be fully certified/qualified and received training in all core academic areas.	Decrease in the number of struggling students in core subject areas.
Train paraprofessionals in ESC 12 certification program. More team planning and collaboration of lessons using the TEKS and available data – PLC weekly meetings	1	Paraprofessionals ESC 12 personnel Principal Assistant Principal Teachers	As needed upon employment. Beginning and end of the year.	Local funds Title II, Part 1	Paraprofessionals will be trained in Region 12 certification program.	100% HQ staff will be maintained.
Certify 100% of teachers in ESL All new teachers trained by end of school year in ESL. Initiative to have every teacher with GT training (30 hours) – GT program	1	ESC 12 personnel Principal Assistant Principal Teachers	The beginning of school year August 2019	Local Funds Title I, Part A State funds	100% of teachers will be certified in ESL by August 2020	Increased retention rate of ESL certified teachers.
More focused coaching and walk-throughs to ensure best practices are being utilized.	1	Principal Assistant Principal	September 2019-May 2020	State Funds	Documentation, DMAC	Final teacher evaluation and data



**Goal 2:** In Waco Charter School, 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained.

**Objective 2:** 100% of core academic classes will implement strategies that improve student success because of high quality professional development.

**Summative Evaluation:** Student success on STAAR will be specific to targeted areas of Reading/Math for EL & SPED students.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide meaningful, scientific, research-based professional development for all teachers and paraprofessionals	1	Principal Assistant Principal ESC 12 personnel	August 2019- June 2020	Title I, Part A Title II, Part A	Participation in professional development provided as stated.	Increased student performance on benchmark assessments & STAAR
Identify teachers and paraprofessionals who do not meet ESSA HQ requirements and provide specific professional development. Attend 3 required trainings per year in core areas – reading (ELAR), math and science	1	Principal Assistant Principal Teachers ESC 12 personnel	August 2019- August 2020	Local Funds State Funds Title II, Part A	Teachers must be fully certified/qualified and received training in all core academic areas.	Decrease in the number of struggling students in core subject areas.
Retain and recruit highly qualified teachers. Starting salary increase for new and experienced teachers	1	Principal Assistant Principal Superintendent HR Director	As needed	Local funds Title I, Part A Title II, Part a	Highly qualified teachers will be hired and retained. Attend job fairs School Spring	100 % of teachers will be highly qualified.
Certify 100% of teachers in ESL All new teachers trained by end of school year in ESL. Initiative to have every teacher with GT training (30 hours) – GT program	1	ESC 12 personnel Principal Assistant Principal Teachers	The beginning of school year August 2019	Local Funds Title I, Part A State funds	100% of teachers will be certified in ESL by August 2020	Increased retention rate of ESL certified teachers.

**Goal 2:** In Waco Charter School, 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained.

**Objective 2:** 100% of core academic classes will implement strategies that improve student success because of high quality professional development.

**Summative Evaluation:** Student success on STAAR will be specific to targeted areas of Reading/Math for EL & SPED students.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
More focused coaching and walk-throughs to ensure best practices are being utilized.	1	Principal, Assistant Principal	September 2019-May 2020	State Funds	Documentation, DMAC	Final teacher evaluation and data
Conduct salary and benefit studies of teachers and paraprofessionals. Work on increases for aides.	1	HR Director Finance Principal	Annually	Local Funds	Completed salary / benefits study.	Retain HQ teachers and paraprofessionals.

**Goal 3: All students in Waco Charter School will be educated in a learning environment that is safe, drug free and conducive to learning.**

**Objective 1:** By May 2020, the number of incidents involving violence and bullying will be reduced by 10% as measured by PEIMS and number of discipline referrals.

**Summative Evaluation:** Reduction of incidents reported in PEIMS and discipline referrals.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Present assemblies and programs with the purpose of presenting information about current rules and regulations including consequences for bullying and violence including harassment and suicide prevention. Character-building posters	1, 4	Principal Assistant Principal PE Teacher SPED Teacher Local Agencies	August 2019- May 2020	State funds Local funds	Agenda Lesson Plans Campus Calendar	Reduction in PEIMS and discipline referrals

**Goal 3: All students in Waco Charter School will be educated in a learning environment that is safe, drug free and conducive to learning.**

**Objective 1:** By May 2020, the number of incidents involving violence and bullying will be reduced by 10% as measured by PEIMS and number of discipline referrals.

**Summative Evaluation:** Reduction of incidents reported in PEIMS and discipline referrals.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Teachers will continue to incorporate an anti-bullying curriculum in lessons/planning	1, 4	Teachers	August 2019-2020	Title I, Part A State funds Local Funds	Lesson Plans Walk-through data	Observable student behavior Reduction of reportable incidents in PEIMS
Newsletter	1, 4	Classroom teachers Afterschool aides	August 2019-May 2020	Local Funds	Parent support	Campus climate
Student character – Student of the month – treasure box / gold tickets	1, 4	Classroom teachers PTO Kiwanis club Assistant Principal	Once each month	Local Funds PTO	Improved student behavior	Improved school climate Good citizenship
Red Ribbon Week	1, 4	Principal Assistant Principal Teachers PE Teacher	October 2019	Local funds PTO	Drug free environment	Good health choices

**Goal 4: Increase attendance rates to ensure students do not become dropouts when leaving Waco Charter School to continue their education in other schools for junior high and high school.**

**Objective 1:** Reduce excessive absenteeism, provide additional tutorials, increase incentives for attendance.

**Summative Evaluation:** All students will achieve 95 % attendance.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide a recovery program for students falling behind in grades and classes	2, 3, 4	Principal, Teachers Assistant Principal Paraprofessionals	Spring Semester	Local Funds, Title I, Part A	Attendance records for program	Improved grades on report cards for each grading period.
BUGS: Bringing Up Grades	2, 3, 4	Teachers Assistant Principal Paraprofessionals	Fall and Spring Semesters	Kiwanis Club donations	Improving grade records	Improved grades on report cards for each grading period.
Increase student attendance rates by aggressively enforcing WCS attendance policy. Provide more documentation for tardies and early pick-up. Continue sign-in system Parent training – attendance portal	2, 3, 4	Principal, Assistant Principal Attendance Clerk Secretary Parents	August 2019 - May 2020	Local Funds	Incentives will be offered to encourage consistent attendance	Increased attendance rates to 95% for 2019-2020
Utilize a campus attendance Committee.	2, 3, 4	Principal Assistant Principal Board Approval	Spring Semester	Local funds	Formation of campus attendance committee actively addressing unacceptable attendance.	Increased attendance rates for 2019-2020

**Goal 5: Parents and Community will be partners in the education of students in Waco Charter School.**

**Objective 1:** By May 2020, at least 75% of all students' parents and/or family members will participate in at least one school-sponsored academic activity for/with their child(ren).

**Summative Evaluation:** Records of parent participation. Parent Survey results.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Provide state assessment results to parents in a language they can understand	2, 4	Principal Assistant Principal Secretary	Within 10 days of receipt of reports	Local Funds	Copy of reports; Conference agenda/sign in sheet	Because parents are kept informed about state assessment results, they will be better equipped to help their child(ren).
Communicate with parents about upcoming events using Remind App	2, 4	Principal Assistant Principal Teachers	August 2019 – May 2020	Local Funds Title I, Part A PTO	Increased parent involvement in activities	Stronger school relationships Focus groups/ partnerships
Provide all memos in English and Spanish Use translation technology for meetings as needed. Provide Website Translation	2, 4	Principal Assistant Principal Secretary	August 2019 – May 2020	Local Funds Title 1, Part A Title III funds	Electronic records of translated documents	Parents will gain a better understanding when receiving school communications in their language
Meet the Teacher Parent night	2, 4	Principal Teachers Volunteers	August 2019	Title I, Part A	Sign up to volunteer during the school year	Increased involvement.
Parental academic programs (Math, Reading and Science / Fair) Provide Parent STAAR nights Increase volunteers	2, 4	Principal Assistant Principal Teachers PTO	Once a month August 2019 – May 2020	Title I, Part A Local funds PTO	Opportunities will be given for parent involvement	Parents will be involved in varying campus activities

**Goal 5: Parents and Community will be partners in the education of students in Waco Charter School.**

**Objective 1:** By May 2020, at least 75% of all students' parents and/or family members will participate in at least one school-sponsored academic activity for/with their child(ren).

**Summative Evaluation:** Records of parent participation. Parent Survey results.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources (Local funds, State, SCE, Title)	Evidence of Implementation	Evidence of Impact
Media publications for parents, community Update Agency Web page Tuesday folder information	2, 4	Principal Assistant Principal Teachers Superintendent	Fall 2018-2019 Monthly throughout the year	Local funds	Resources listed will be accessible to parents and accurate to the community members.	Involvement of parents and community because of higher level of awareness.
Library day for parents TELPAS Education	2, 4	Principal Library paraprofessional ESL Teacher	Spring PTO meeting	Library funds	Sign-in sheets	Use of parent resource center, education
Career day(s) K-2 and 3-5	2, 3, 4	Principal Assistant Principal Teachers	Spring Semester	Title I, Part A	Parent/student connections to real job skills	Peek student interest in careers. Increase family & community engagement.

**Goal 6: Waco Charter School safety and security will increase with renovations and training.**

**Objective 1:** To ensure that the WCS building is up-to-date with some renovations by upgrading and improving restrooms, training staff in Emergency Operations Planning and additional safety measures so that all children will be taught in the best possible setting with the most secure measures in place.

**Summative Evaluation:** Records of training; board approval of EOP.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Formulate an Emergency Operation Plan following guidelines of TEA using tools from Texas School Safety Center. Monthly drills	1, 2, 3, 4	Principal, Assistant Principal Superintendent Board of Trustees	August 2019 – May 2020	Local funds	An emergency plan will be formulated	Staff will be trained in emergency procedures.
Campus Improvements: Paint building exterior Fix outdoor lights Fix playground & Fence Removal of portables Interior renovations Door locks PA System/intruder Alarm Interior Entrance Door	1, 2, 4	Principal Assistant Principal Superintendent Finance Liaison	August 2019 – July 2020	TEA Grant \$25,000	More functional building	Less set-up time and repairs.
Crisis Prevention Training (on-going) All new Teachers and paraprofessionals Update veteran teachers and paraprofessionals. Blood-borne pathogens training on-line Restraint training	1, 2, 4	Principal Assistant Principal Special Ed Director Nurse	August 2019 – July 2020	Local Funds	Training records for those who need it  Certification – 2 hours	Safer environment for students & teachers. Better mental health.