

ESC Region #:	7
LEA Name:	Grand Saline ISD
County-District #:	234904

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## Highly Qualified Teacher Continuous Improvement Plan 2014-2015

### PART I – LEA Plan

**Definitions**  
**Strategies/Activities** - Strategies and activities to be implemented to meet the goal and objectives listed. (A single strategy may meet multiple objectives).  
**Objective Met** – Select the objective(s) from the list that the strategy/activity addresses.  
**Person(s) Responsible** - Personnel (by position) needed to implement the activity.  
**Measurable Evidence of Improvement** - Qualitative and/or quantitative measures of improvement.  
**Target Completion Date** - Date that strategy/activity will be complete.

**Goal:** To meet the 100% highly qualified teacher requirements by the end of the 2014-2015 school year.

**All objectives below must be addressed in the plan.**




- Objective 1** - Increase the percentage of highly qualified core academic subject area teachers on each campus to 100%.
- Objective 2** - Increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to 100%.
- Objective 3** - Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100%.
- Objective 4** - Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers. (If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)
- Objective 5** – Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to 100%.  
(If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)
- Objective 6** - Attract and retain highly qualified teachers.
- Objective 7** - Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

Strategies/Activities	Objective(s) Met <i>(Multiple boxes may be checked.)</i>	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
<p>Develop and provide a capacity building, on-going staff development annual plan based on performance data and needs assessment with opportunities for all instructional faculty and staff to participate through Region VII ESC contracts and shared service arrangement.</p> <ul style="list-style-type: none"> <li>• *Region 7 Districts / Charters</li> <li>• Academic Content Coop</li> <li>• Accountability Turnaround Schools</li> <li>• Administrative Leadership Coop</li> <li>• Bus/Fin/Op/Fund/Accountability 10%</li> <li>• Discovery Ed Streaming Only</li> <li>• Early Childhood Coop</li> <li>• eTrain - Sexual Harassment</li> <li>• Fine Arts Coop</li> <li>• Guidance &amp; Counseling Contracted</li> <li>• Legal Consulting Services</li> <li>• Online Internet Safety</li> <li>• Personnel Services Coop</li> <li>• Purchasing Coop</li> <li>• Superintendent Academy</li> <li>• TEKS Resource System</li> <li>• Title III Bilingual/ESL Contracted</li> <li>• TXEIS -Business/Student/TXEIS Suite</li> <li>• Video Conf Bridging Services</li> </ul>	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	<p>Director of Curriculum and Federal Programs Principals</p>	<p>100% of instructional faculty and staff will receive professional development as defined in the district improvement plan.</p>	<p>June 2015</p>

<p>Utilize consultants to provide Targeted Professional Development in ELPS, ELAR, Math, and Co-Teaching/Inclusion support strategies. Provide capacity-building professional development opportunities beyond regional services through local training, seminars, and conferences.</p>	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	<p>Director of Curriculum and Federal Programs Principals          Region VII Specialist</p>	<p>100% of instructional faculty and staff will receive professional development as defined in the district improvement plan.</p>	<p>June 2015</p>
<p>Participate in Personnel Services Cooperative with Region VII ESC, and local university job fairs, posting of vacancies on various sites and maintain web page to ensure highly qualified personnel in all positions.</p>	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	<p>Director of Curriculum and Federal Programs Principals</p>	<p>100% of new hires will be highly qualified.</p>	<p>June 2015</p>
<p>Provide new teacher orientation, employee handbook and assigned mentoring.</p>	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	<p>Director of Curriculum and Federal Programs Principals</p>	<p>100% of new teachers will participate.</p>	<p>June 2015</p>

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			

Part II - Signatures of all Required Team Members and Superintendent

Role	Please Print or Type	Please Sign
Superintendent	Trish Elliott	
Federal Programs Director <input type="checkbox"/> LEA does not have Federal Programs Director position	Debby Morse	
Human Resource Director <input checked="" type="checkbox"/> LEA does not have Human Resource Director position	Campus Administrator from each campus not able to report 100% HQT:	
Name of each campus not able to report 100% HQT:	<ol style="list-style-type: none"> <li>1. Grand Saline High School</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> </ol>	<ol style="list-style-type: none"> <li>1. </li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> </ol>

The Highly Qualified Continuous Improvement Plan must be completed by **December 15, 2014**. If you have any questions, contact the Highly Qualified Unit at (512) 463-9213.