

ESC Region #:	2
LEA Name:	Gregory-Portland ISD
County-District #:	205-902

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Highly Qualified Teacher Continuous Improvement Plan 2015-2016

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 2015-2016 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.





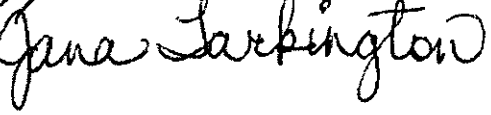
Strategies/Activities	Objective(s) Met (Multiple boxes may be checked.)	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Provide training to campus principals using ESC2 resources on how to identify highly qualified teacher candidates.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input 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	Assistant Superintendent Campus Principals	100% of teacher candidates interviewed are highly qualified or will be highly qualified upon graduation.	April 29, 2016
Provide training to campus principals using ESC2 resources to determine teaching assignments for which a teacher is both State certified and highly qualified.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input 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	Assistant Superintendent Campus Principals	100% of teacher assignments meet State and Federal requirements	April 29, 2016
Provide a Staff Development Comp Day in the Board Approved District Calendar that requires teachers and principals to develop a joint plan for individual professional development.	<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	Campus Principals Teachers	100% of teachers submit a completed Staff Development Comp Day Plan to campus principals for approval.	January 29, 2016
Attend job fairs to recruit highly qualified teacher candidates.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input 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	Assistant Superintendent	100% of teacher candidates hired are highly qualified	August 8, 2016

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Post teacher vacancies on District website, ESC2 website, and all campus and district employment bulletin boards.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input 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	Assistant Superintendent	100% of job vacancies posted	Ongoing
Verify with the HR Dept. that teacher candidates to be interviewed are eligible for highly qualified status prior to scheduling interviews.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input 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	Assistant Superintendent Principals	100% of candidates are eligible for highly qualified status	Ongoing
Provide high quality district level staff development to teachers, i.e., <ul style="list-style-type: none"> • South Texas Curriculum Collaborative (STCC) • Kagan Cooperative Learning Training • Understanding Poverty Training • Etc. 	<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 checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Curriculum Directors Federal and Special Programs Director Principals	100% of teachers attending staff development are highly qualified, if required.	August 22, 2016
Notify the two teachers who are not highly qualified that they may go to www.certifyteacher.com to study for practice TExES test at a cost of \$55 payable by GPISD.	<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 checked="" type="checkbox"/> Objective 7	Assistant Superintendent Principals Teachers	100% of non-highly qualified teachers passing required TExES	March 1, 2016

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Notify the two teachers who are not highly qualified that they should contact ESC2 personnel to arrange to take a practice test and have results personally analyzed for a cost of \$50 payable by GPISD.	<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 checked="" type="checkbox"/> Objective 7	Assistant Superintendent Principals Teachers	100% of non-highly qualified teachers passing required TExES	March 1, 2016
Notify the two teachers who are not highly qualified to take and pass the appropriate test needed for highly qualified status at GPISD expense on the first attempt.	<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 checked="" type="checkbox"/> Objective 7	Assistant Superintendent Principals Teachers	100% of non-highly qualified teachers passing required TExES	March 1, 2016
Notify the two teachers who are not highly qualified that they may attend ESC2 tutorials scheduled for January/February.	<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 checked="" type="checkbox"/> Objective 7	Assistant Superintendent Principals Teachers	100% of non-highly qualified teachers passing required TExES	March 1, 2016
Notify the two teachers who are not highly qualified that they should continue to take the appropriate tests not previously passed until they are successful.	<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 checked="" type="checkbox"/> Objective 7	Assistant Superintendent Principals Teachers	100% of non-highly qualified teachers passing required TExES	March 1, 2016

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
The LEA did not receive a Highly Qualified Equity Distribution report from the TEA and is not required to analyze equity gaps.	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Not Applicable (NA)	Not Applicable (NA)	Not Applicable (NA)
The LEA did not receive a Highly Qualified Equity Distribution report from the TEA and is not required to analyze equity gaps.	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Not Applicable (NA)	Not Applicable (NA)	Not Applicable (NA)

Part II - Signatures of all Required Team Members and Superintendent

Role	Please Print or Type	Please Sign
Superintendent	Dr. Paul Clore	
Federal Programs Director <input type="checkbox"/> LEA does not have Federal Programs Director position	Dr. Leslie Faught	
Human Resource Director <input type="checkbox"/> LEA does not have Human Resource Director position	Darla Czerwinski, Assistant Superintendent	
Name of each campus not able to report 100% HQT: 1. Gregory-Portland High School 2. W. C. Andrews Elementary School 3. 4. 5.	Campus Administrator from each campus not able to report 100% HQT: 1. Kyde Eddleman, Principal 2. Jana Tarkington, Principal 3. 4. 5.	 1.  2.  3. 4. 5.

The Highly Qualified Continuous Improvement Plan must be completed by **December 16, 2015**. If you have any questions, contact the Highly Qualified Unit via email at highlyqualified@tea.state.tx.us.