



PLANO INDEPENDENT SCHOOL DISTRICT

School Based Improvement Committee Campus Improvement Plan 2010-2011

Middle School: Robinson

Committee Members Name	Role	Year 1st Participated on SBIC
Leisa Williamson	Faculty Member	2006
Laurie Koss	Faculty Member	2005
Beth Milinsky	Faculty Member	2005
Becky Caddell	Faculty Member	2009
Becky Weathers	Faculty Member	2003
Mary Ellen Hartman	Faculty Member	2010
Billie Jean Lee	Principal	2010
Paul Dabbs	District Professional	2010
LaTasha Goodwin	Campus Professional, Non-teaching	2008
Teresa Browning	Support Staff Member	2010
Lisa Schumacher	Parent-Selected by PTA/O	2010
Narayani Subramanian (Shaastrri)	Parent-Selected by Principal	2009
Dr. Raj Menon	Parent	2010
Susan Jones	Parent	2010
Sunita Verma-Kurvari	Parent	2010
Tamala Bardlett	Parent	2010
Open	Community Member	2010
Andrea Rosenfield	Community Member	2010
Darren Browning	Business Representative	2010
Evan Simmons	Business Representative	2010
Nancy Kovatis	Ad Hoc (optional)	2005

Meeting Dates 2010-2011

Meeting # 1 (Set goals - target date November 1)	<u>10/20/2010</u>
Meeting # 2 (Review goals - target date March 11)	<u>3/7/2011</u>
Meeting # 3 (Evaluate goals - target date June 10)	<u>6/7/2011</u>

Campus Improvement Plan due date: November 5, 2010

**2010-2011 CIP Goals
Document A**

Campus:		Robinson						
Item/Subgroup	Number of Students	Goal	Plan Page Reference on Doc. C	District Goal	Campus Target Measure	Summative Measure	Improvement Measure	
						Due by June 20, 2011	Due by June 20, 2011	
Reading: Grades 6, 7, 8								
All Students	1043	The student proficiency rate will meet the target measure.	4	90%	90%			
African American	76	The student proficiency rate will meet the target measure.	4	90%	90%			
Hispanic	132	The student proficiency rate will meet the target measure.	4	90%	90%			
White	457	The student proficiency rate will meet the target measure.	4	90%	90%			
Econ Disadv	119	The student proficiency rate will meet the target measure.	4	90%	90%			
Writing: Grade 7								
All Students	380	The student proficiency rate will meet the target measure.	5	90%	90%			
African American	28	The student proficiency rate will meet the target measure.	5	90%	90%			
Hispanic	50	The student proficiency rate will meet the target measure.	5	90%	90%			
White	176	The student proficiency rate will meet the target measure.	5	90%	90%			
Econ Disadv	39	The student proficiency rate will meet the target measure.	5	90%	90%			
Mathematics: Grades 6, 7, 8								
All Students	1043	The student proficiency rate will meet the target measure.	6	90%	90%			
African American	76	The student proficiency rate will meet the target measure.	6	85%	90%			
Hispanic	132	The student proficiency rate will meet the target measure.	6	87%	90%			
White	457	The student proficiency rate will meet the target measure.	6	90%	90%			
Econ Disadv	119	The student proficiency rate will meet the target measure.	6	86%	90%			
Science: Grade 8								
All students	359	The student proficiency rate will meet the target measure.	7	90%	90%			
African American	24	The student proficiency rate will meet the target measure.	7	86%	90%			
Hispanic	38	The student proficiency rate will meet the target measure.	7	86%	90%			
White	162	The student proficiency rate will meet the target measure.	7	90%	90%			
Econ Disadv	45	The student proficiency rate will meet the target measure.	7	85%	90%			
Social Studies: Grade 8								
All Students	359	The student proficiency rate will meet the target measure.	8	90%	90%			
African American	24	The student proficiency rate will meet the target measure.	8	90%	90%			
Hispanic	38	The student proficiency rate will meet the target measure.	8	90%	90%			
White	162	The student proficiency rate will meet the target measure.	8	90%	90%			
Econ Disadv	45	The student proficiency rate will meet the target measure.	8	90%	90%			
Health, Fitness and Attendance: Grades 6, 7, 8								
All Students	1043	The campus will utilize their coordinated health program and analyze their student fitness data to set goals and objectives to encourage the health, fitness and attendance of their students.	9		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> Yes		
All Students	1043	The violent incidents will meet the target measure. Measure: Referrals to ISS will be 10% or less of the student population.	10		Less than or equal to 10%			
Parental Involvement: Grades 6, 7, 8								
All Students	1043	The campus will provide for a program to encourage parental involvement.	11		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> Yes		
Highly Qualified: Grades 6, 7, 8								
All Students	1043	The HQ rate will meet the target measure.	12	100%	100%			

**2010-2011 CIP PES Goals
Document B**

Campus: Robinson							
Item/Subgroup	Number of Students	Goal	Plan Page Reference on Doc. C	District Goal	Campus Target Measure	Summative Measure	Improvement Measure
						Due by June 20, 2011	Due by June 20, 2011
Reading							
Grade 6	307	The team PES score will show growth in student achievement.	13	> 0	>0		
Grade 7	381	The team PES score will show growth in student achievement.	13	> 0	>0		
Grade 8	360	The team PES score will show growth in student achievement.	13	> 0	>0		
Mathematics							
Grade 6	307	The team PES score will show growth in student achievement.	14	> 0	>0		
Grade 7	381	The team PES score will show growth in student achievement.	14	> 0	>0		
Grade 8	360	The team PES score will show growth in student achievement.	14	> 0	>0		
Science							
Grade 6	307	The team PES score will show growth in student achievement.	15	> 0	>0		
Grade 7	381	The team PES score will show growth in student achievement.	15	> 0	>0		
Grade 8	360	The team PES score will show growth in student achievement.	15	> 0	>0		

Goal: The proficiency rate for READING will meet the target measure.

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Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All Students	Provide reading staff with training on PAR documentation to develop consistency among teachers	Dept. Chair/Teachers	Reading teachers/PAR manual/PAR letters/IRIs/SAS data	Aug. - Sept. 2010	
All Students	Designate selected staff members to attend TALA/ELP training during the summer.	Principal/Dept. Chair/Teachers	E-mail information from coordinators	June - July 2010	
African American/Hispanic	Provide opportunities for students to select novels by authors from other cultures.	Dept. Chair/Teachers	Varied book club selections/campus funds/library	Aug. 2010 - June 2011	
All Students	Identify students for PAR intervention and reading classes to provide appropriate support.	Counselors/Dept. Chair/Teachers/Principal	SAS Data/Teacher input	June - August 2010	
All Students	Provide staff training on reading strategies that can be incorporated in all subject areas.	Principal/Dept. Chairs/Staff	Reading strategy handouts/posters	January 2011	
All Students	Provide reading strategy posters to all teachers to post in their classrooms.	Principal/Dept. Chair	Reading strategy posters	January 2011	
All Students	Provide staff/student training in AVID strategies to be incorporated school-wide	AVID teacher/AVID site team/principal	AVID library/Powerpoints/Activities	Aug. 2010 - June 2011	
All Students	discuss/implement effective instructional strategies and support the district's Power Walkthrough initiative	Admin./All Staff	Classroom Instruction that Works/Laptops	Aug. 2010 - June 2011	
All Students	Review Power Walkthrough data to identify instructional strategy needs of the campus.	Admin./All Staff	Power Walkthrough Data/McRel reports	Jan. 2011 - June 2011	
All Students	Require mandatory tutorials for all students who fail any six weeks.	Counselors/Dept. Chair/Teachers/Admin.	Grade reports/Pinnacle reports/tutorial letters	Oct. 2010 - June 2011	
Econ. Disadvantaged	Participate in PISD Computers at Home program .	Admin./All Staff/CTA/Counselors	Computers at Home applications/district-provided computers	Aug. 2010 - June 2011	
All Students	Incorporate test-taking strategies into reading curriculum.	Dept. Chair/Teachers	District curriculum/exams	Aug. 2010 - June 2011	
All Students	Provide opportunities for students to share book reviews of material that they have read on MyPISD.	Reading teachers	District technology/MyPISD program	Aug. 2010 - June 2011	
Special Education Students	Ensure collaboration among general education and special education teachers to effectively implement each students IEP	Admin./All Staff/SpEd Dept.	Student IEPs	Aug. 2010 - June 2011	
All Students	Assess all students new to the district with MAP to determine current achievement level.	Counselors/All Staff/Academic Specialist	Computers/SAS Data	Aug. 2010 - Sept. 2010	
All Students	Provide opportunities for classtime SSR to increase reading comprehension, vocabular, and fluency	All reading teachers	Student-selected reading materials	Aug. 2010 - June 2011	

Goal: The proficiency rate for WRITING will meet the target measure.

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Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All Students	Complete warm-ups and activities in a TAKS format	English teachers	PISD Curriculum/Handouts	Aug. 2010 - June 2011	
All Students	Emphasize writing with voice	English teachers	PISD Curriculum/Handouts	Aug. 2010 - June 2011	
All Students	Conduct tutorials/remediation to work on individual objectives	English teachers	Test data/Student data	Aug. 2010 - June 2011	
All Students	Utilize rubrics on writing assignments as tools for feedback	English teachers	Rubrics, handouts, powerpoints	Aug. 2010 - June 2011	
All Students	Emphasize the continuation and repetition of skills consistently during instruction	English teachers	Writing process powerpoint/Guidelines handout	Aug. 2010 - June 2011	
All Students	Introduce AVID strategies, particularly Cornell notes	English teachers	Cornell notes handouts/powerpoints	Aug. 2010 - June 2011	
All Students	Utilize effective instructional strategies as identified in the book study of Marzano's Classroom Instruction that Works	Admin./All staff	Classroom Instruction that Works/staff meeting activities	Aug. 2010 - June 2011	
All Students	Utilize the Six Traits of Writing to enhance student writing skills	English teachers	Six Traits handouts/powerpoints	Aug. 2010 - June 2011	
All Students	Encourage use of level 1, 2, and 3 writing	English teachers	PISD Curriculum/Handouts	Aug. 2010 - June 2011	
All Students	Utilize writing portfolios in all classes	English teachers	Portfolios/writing assignments	Aug. 2010 - June 2011	
All Students	Utilize MyPISD as a communication tool with students and parents	English teachers	MyPISD/PISD curriculum	Aug. 2010 - June 2011	
SpEd Students	Collaborate with special education staff members to effectively implement students' IEPs and accurately modify and adapt curriculum	English teachers/SpEd staff	PISD Curriculum/SpEd handouts	Aug. 2010 - June 2011	

Goal: The proficiency rate for MATH will meet the target measure.

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Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All Students	Schedule an additional math support class for students who do not show mastery on TAKS or who have demonstrated marked weaknesses in math skills.	Math Department/Counselors/Admin.	AIM materials, Mobius curriculum, Released TAKS tests	Aug. 2010 - June 2011	
All Students	Use SAS to identify students whose scores indicate a need for addition math support.	Math Department	SAS data	Aug. 2010 - June 2011	
All Students	Analyze first semester exam data to determine which objectives require further instruction.	Math Department	Semester exam results	January 2011	
All Students	Incorporate high level questions into weekly practice sheets, warm-ups, and tests to shift students' cognitive thinking to a higher level.	Math Department	PISD curriculum	Aug. 2010 - June 2011	
All Students	Incorporate the use of learning targets to focus lessons and give students clear goals	Math Department	PISD curriculum	Aug. 2010 - June 2011	
All Students	Use Tier 3 intervention strategies for students who need additional support after Tier 2	Leisa Williamson	"Do the Math", AIM materials	Aug. 2010 - June 2011	
All Students	Provide teachers with strategies for formulating better questions through a department book study of the book	Leisa Williamson	Copies of <i>Teach Like a Champion</i>	Oct. 2010 - June 2011	
All Students	Promote conversations regarding effective instructional strategies through a study of the book Classroom Instruction that Works	Admin./ All Staff	Copies of Classroom Instruction that Works/meeting agendas/meeting activities	Aug. 2010 - June 2011	
All Students	Provide opportunities for extended tutorials for students who fail math one or more six weeks or who have skill gaps in math.	Math Department	PISD curriculum	Oct. 2010 - June 2011	
All Students	Work with district curriculum specialists to provide opportunities for them to observe and provide feedback in math classrooms.	Department/Curriculum Specialists	PISD curriculum/feedback data	Oct. 2010 - June 2011	
Econ. Disadvantaged	Staff afterschool Homework Club with teacher who is math certified.	Megan Scharnell/Admin.	PISD curriculum	Sept. 2010- June 2011	
Econ. Dis./Hispanic	Target vocabulary to assist students in understanding word problems.	Math Department	PISD curriculum	Aug. 2010 - June 2011	
All Students	Use advisory time for targeted TAKS tutorials prior to TAKS test.	Math Department/Counselors/Admin.	Student SAS data/grades/TAKS practice analysis	Jan. 2011 - April 2011	

Goal: The proficiency rate for SCIENCE will meet the target measure.

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Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All Students	Analyze MAP & TAKS scores and encourage tutorial attendance for students who are at risk for TAKS failure	Science Teachers	SAS Data	Aug. 2010 - June 2011	
All Students	Emphasize cooperative learning groups in introducing curriculum to provide students with more student-led learning opportunities	Science coordinator/Science teachers	PISD Curriculum	Aug. 2010 - June 2011	
All Students	Schedule regular department planning meetings following curriculum meetings to update staff on curriculum changes/concerns	Science department chair/science teachers	Meeting minutes/handouts/PISD curriculum	Aug. 2010 - June 2011	
All Students	Addition of manipulatives to increase hands-on learning experiences/labs	Science Teachers	PISD Curriculum	Aug. 2010 - June 2011	
All Students	Incorporate campus-wide book study of Marzano's <i>Classroom Instruction that Works</i> to provide instruction via best practices	All Robinson staff/admin.	Copies of Classroom Instruction that Works/curriculum handouts on PWTs	Aug. 2010 - June 2011	
All Students	Provide TAKS-based critical thinking questions on all quizzes/tests	Science Teachers	PISD Curriculum/Released TAKS tests	Aug. 2010 - June 2011	
All Students	Plan regular visits from science coordinator/specialists to provide feedback to science teachers	curriculum specialists/coordinators	Written walk-through feedback	Aug. 2010 - June 2011	
All Students	Incorporate AVID strategies, particularly Cornell notes, into science lessons	Science teachers/AVID teacher	Cornell note worksheets	Aug. 2010 - June 2011	
All Students	Analyze COGAT scores to determine dependent/independent learners	Science teachers	SAS Data	August 2010	
SpEd Students	Collaborate with special education department to effectively implement student IEPs and appropriately modify and adapt student assignments/assessments	Science teachers/SpEd staff	Student IEPs/Modification-Adaptation reference sheets	Aug. 2010 - June 2011	
All Students	Use MyPISD as a communication tool to communicate resources available to students and parents	Science Teachers	Technology/PISD Curriculum	Aug. 2010 - June 2011	
All Students	Attend state science conference (CAST)	Selected science teachers	Campus/District Funds/conference schedule	Spring 2011	
All Students	Utilize advisory time for targeted TAKS tutorials prior to TAKS test	Science teachers	PISD Curriculum/Released TAKS tests	Spring 2011	
All Students	Staff after school Homework Club with science-certified teacher	Academic specialist/Principal/Science	Stipend funds	Aug. 2010 - June 2011	

Goal: The proficiency rate for SOCIAL STUDIES will meet the target measure.

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Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All Students	Schedule regular vertical planning meetings for grades 6-8	Dept. Chair/Social Studies Teachers	PISD Curriculum	Aug. 2010 - June 2011	
All Students	Use student data (SAS - TAKS, CoGAT, MAP scores) and grades to identify students for remediation	Soc. Studies Teachers	SAS Data/Pinnacle Data	Aug. 2010 - June 2011	
All Students	Require mandatory tutorials for all students failing social studies for the six weeks.	Soc. Studies Teachers	Student grade reports	Aug. 2010 - June 2011	
SpEd Students	Collaborate with SpEd teachers/staff to provide effective adaptations and/or modifications for all SpEd students	Soc. Studies Teachers/SpEd Staff	Student IEPs/Modification, Adaptations Handouts	Aug. 2010 - June 2011	
All Students	Incorporate AVID strategies into daily lessons to promote higher level thinking	Soc. Studies Teachers	AVID Materials/Handouts	Aug. 2010 - June 2011	
ELL Students	Meet with ELL curriculum specialists to provide suggestions for meeting the needs of ELL students, particularly those transitioning	Dept. Chair/Social Studies Teachers	Meeting notes	Aug. 2010 - June 2011	
All Students	Incorporate TAKS formatted questions on all assessments at all grade levels	Soc. Studies Teachers	PISD Curriculum	Aug. 2010 - June 2011	
All Students	Monitor first semester grades and identify students for targeted tutorials during 2nd semester	Soc. Studies Teachers	Student data	Aug. 2010 - June 2011	
All Students	Administer mock TAKS test in the spring semester to provide students with feedback	Soc. Studies Teachers	Released TAKS	January 2011	
All Students	Provide Netbooks to all 8th grade students to provide more interactive/technology-based learning opportunities	8th Grade Teachers	Netbook computers	Aug. 2010 - June 2011	
All Students	Post learning targets in all classrooms so that students can identify objectives in their own words	All Staff	Learning targets posters	Aug. 2010 - June 2011	

Goal: The campus will utilize their coordinated school health program and analyze their student fitness data to set goals and objectives to encourage the HEALTH, FITNESS and ATTENDANCE of their students.

Applicable Student Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
All	COORDINATED SCHOOL HEALTH: Include at least one Parent on Campus Wellness Team and promote parent and family attendance at Wellness Night and/or Health Fair. (Required)	Admin./Miranda Sun (Campus Wellness Captain)	Wellness Team agendas/e-mails	October 2010	
All	Notify parents/community members of Family Wellness Nights through use of marquee, newsletter, web page, myPISD. (Required)	Campus Wellness Captain/Principal	E-news/marquee/newsletter/MyPISD	October 2010	
All	Designate Campus Wellness Captain and establish a Campus Wellness Team; set meetings, establish measurable goals and document progress toward goal completion. (Required) (Form Provided)	Principal	Campus Wellness Form/SBIC Form	October 2010	
All	Ensure that all components of the Coordinated School Health curriculum is delivered in an appropriate setting. (Required)	Principal/Staff	Health Curriculum	Aug. 2010 - June 2011	
All	Create a bulletin board inside the school building and on myPISD for students, staff and parents to view. (Required)	Buffy Viracola	Bulletin Board supplies	October 2010	
All	Send Health Byte tips via e-mail to staff and parents	Dottie Jordan	PISD Technology	Aug. 2010 - June 2011	
All	FITNESS: Increase the number of students (eligible for testing) assessed in all fitness test components. (Required)	Admin./PE & Health Teachers	Fitnessgram	Aug. 2010 - June 2011	
All	Ensure all data is entered on timely basis, fitness report cards are printed (4th and 7th grade) and sent to parents or linked through myPISD. (Required)	PE/Health Teachers	Fitnessgram	May 2011	
All	Require students to chart progress and set goals for Fitnessgram	PE/Health Teachers	Fitnessgram/Goal setting charts	Aug. 2010 - June 2011	
All	PHYSICAL ACTIVITY REQUIREMENTS: Ensure students are receiving required physical education classes/minutes for each school year and achieving moderate to vigorous physical activity (MVPA) 50% of the physical education class period. (Required) (Form Provided)	Admin./Counselors	Physical Activity Requirement Form/Course Guides/Counselor Powerpoints/Registration Cards	Nov. 2010 - June 2011	
All	Measure MVPA and physical activity time using pedometers and heart rate monitors (students should be active at least 70% of class time). (Required)	PE/Athletics Teachers	Pedometers/Heart Rate Monitors	Aug. 2010 - June 2011	
All	Ensure physical education staff is using a sequential and developmentally appropriate curriculum. (Required) (Form Provided)	Admin./Staff/PISD Curriculum Coordinators	Lesson Plan Form	Aug. 2010 - June 2011	
All					
All	ATTENDANCE: Monitor attendance of students and follow up on prominent and chronic absences. (Required)	Administrative Intern/Attendance Clerk	Reports/Truancy Warning Notices/Truancy	Aug. 2010 - June 2011	
All	Recognize students who have perfect attendance.	Administrative Intern/Registrar	Awards Certificate	June 2011	

Goal: VIOLENCE PREVENTION and discipline management programs must provide for prevention of and education concerning unwanted physical or verbal aggression, sexual harassment and other forms of BULLYING in school, on school grounds and in school vehicles. (HB 283)

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Applicable Group	Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
Staff	PREVENTION:				
	Identify high risk areas. (Required)	Principal/Admin.Intern/A sst. Prin.	Staff feedback/survey	Aug. 2010 - June 2011	
	Monitor high risk areas. (Required)	Principal Designee	Staff assignments/schedule	Aug. 2010 - June 2011	
	Follow Campus Rules/Expectations. (Required)	Principal	Code of Conduct, District Handbook, Campus Handbook	Aug. 2010 - June 2011	
	Utilize the Positive Behavior Support method to promote good behavior.	Administration	PBIS district initiative/training modules	Aug. 2010 - June 2011	
Staff	EDUCATION:				
	Participate in annual staff training on bullying/sexual harassment. (Required)	Admin./Counselors	Handouts/powerpoint	Aug. 2010 - June 2011	
	Review referral process. (Required)	Admin. Intern	Campus referral plan	Aug. 2010 - June 2011	
Staff	INTERVENTION:				
	Establish recommended intervention strategies for classroom/campus. (Required)	Campus Admin./Counselors	Discipline Management Plan	Aug. 2010 - June 2011	
	Implement campus referral plan. (Required)	Campus Admin.	Campus Referral Plan	Aug. 2010	
	Utilize Discipline Management strategies. (Required)	Campus Admin.	Discipline Management Plan	Aug. 2010 - June 2011	
All Students	PREVENTION:				
	State clear student expectations/campus rules/citizenship. (Required)	Principal or designee	Code of Conduct/Student-Parent Handbook	Aug. 2010 - June 2011	
	Monitor high risk areas. (Required)	All staff	Duty Schedule	Aug. 2010 - June 2011	
	Implement lessons from Second Steps curriculum to build student acceptance of individual differences.	All staff	Second Steps curriculum/advisory calendar	Aug. 2010 - June 2011	
All Students	EDUCATION:				
	Explain referral process/contacts. (Required)	All teachers	Referral Plan	Aug. 2010 - June 2011	
	Incorporate character development lessons through advisory.	All staff	Advisory curriculum/advisory calendar	Aug., '10-June '11	
All Students	INTERVENTION:				
	Apply classroom interventions. (Required)	All teachers	Campus Intervention Plan	Aug. 2010 - June 2011	
	Employ discipline interventions. (Required)	Counselors/Admin.	Campus Discipline Management Plan	Aug. 2010 - June 2011	
	Use other intervention strategies as necessary/appropriate (Required)	Administrative staff or counselors	Campus developed lessons	Aug. 2010 - June 2011	
	Conference with parents/students. (Required)	All Staff	Conference documentation	Aug. 2010 - June 2011	

Goal: The proficiency rate for HIGHLY QUALIFIED will meet the target measure.

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Action Step	Responsible	Staff / Resources	Timeline	Progress Notes
This campus has 100% HQT. ▼	HR/Principal	Detailed in HQT-CIP, if applicable	Aug. 2010-June 2011	
PISD routinely reviews and modifies the recruiting schedule .	HR/Principal	HR Budget	Aug. 2010-June 2011	
PISD routinely reviews and modifies the diversity and affirmative action programs.	HR/Principal	HR Budget	Aug. 2010-June 2011	
An electronic applicant database is a tool administrators use to identify highly qualified candidates.	HR/Principal	HR Budget	Aug. 2010-June 2011	
Recruiting trips are a tool administrators use to identify highly qualified candidates.	HR/Principal	HR Budget	Aug 2010-June 2011	
Participation in the PISD Recruitment Open House is a tool administrators use to identify highly qualified candidates.	HR/Principal	HR Budget	Spring 2011	
To attract and retain highly qualified applicants at high needs campuses, PISD offers salary stipends.	HR/Principal	HR Budget	Aug. 2010-June 2011	
To attract and retain highly qualified applicants at high needs campuses, PISD offers student teachers.	HR/Principal	HR Budget	Aug. 2010-June 2011	
To attract and retain highly qualified applicants at high needs campuses, PISD offers smaller student-teacher ratios.	HR/Principal	HR Budget	Aug. 2010-June 2011	
To attract and retain highly qualified applicants at high needs campuses, PISD offers teacher performance pay.	HR/Principal	HR Budget	Aug. 2010-June 2011	
Masters program options are another support structure available to Principals to ensure a diverse and high quality teaching staff.	HR/Principal	HR Budget	Aug. 2010-June 2011	
Local, ongoing, high quality professional development is another support structure available to Principals to ensure a diverse and high quality teaching staff.	HR/Principal	HR Budget	Aug. 2010-June 2011	
New teacher mentor programs are another support structure available to Principals to ensure a diverse and high quality teaching staff.	HR/Principal	HR Budget	Aug. 2010-June 2011	
Administrative support through curriculum and technology is another support structures available to Principals to ensure a diverse and high quality teaching staff.	HR/Principal	HR Budget	Aug. 2010-June 2011	

