

SPRING HILL PRIMARY

Campus Improvement Plan

2016/2017

Proud Past-Promising Future

SPRING HILL PRIMARY

Mission

~~Spring Hill Primary: A place to be loved, respected and educated!~~

Vision

Spring Hill Primary will provide a secure and loving environment that ensures all students will become problem solvers, lifelong learners, and productive members of society, positively impacting the future.

Nondiscrimination Notice

SPRING HILL PRIMARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

SPRING HILL PRIMARY

- Goal 1.** Spring Hill Primary will encourage and challenge students to meet their full potential and be on or above grade level in math, writing, and reading by the end of each academic school year.
- Objective 1.** Spring Hill Primary will offer all students a challenging and high quality curriculum and will provide an effective delivery system to ensure 90% of all students are on grade level in math, writing, and reading by the end of each academic year.
- Goal 2.** Spring Hill Primary will take necessary steps to improve student attendance.
- Objective 1.** Spring Hill Primary will strive for 97% attendance or above.
- Goal 3.** Spring Hill Primary will set well defined behavioral standards to create a safe learning environment based upon high expectations.
- Objective 1.** A safe, orderly environment will be maintained. Successful student behavior will be rewarded.
- Goal 4.** Spring Hill Primary will foster positive community, parent, teacher and student communications and relationships.
- Objective 1.** Spring Hill Primary will provide a welcoming atmosphere for parents and community. All aspects of the school will be effectively communicated.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Instructional leaders will continue to use the TEKS Resource System and PreK guidelines to ensure vertical/horizontal alignment, research-based instructional strategies and aligned assessment to monitor student progress, including higher order thinking skills. (Title I SW: 1,3,4,7,10) (Target Group: All) (NCLB: 1,2,3)</p>	<p>Core Subject Teachers, Dyslexia Teacher, ESL Coordinator, G/T Coordinator, Principal(s), Special Ed Teachers, Title I Teacher(s)</p>	<p>Aug 2016-May 2017</p>	<p>(F)IDEA Special Education, (F)Title I, (F)Title III Bilingual / ESL, (L)Activity Funds, (L)DMAC Reports, (L)TEKScore, (S)Istation, (S)Local Funds, (S)Region VII, (S)Released STAAR/EOC Tests, (S)TEKS, (S)TEKS Clarifications</p>	<p>Lesson plans PLC meetings T-TESS Walkthroughs T-TESS Evaluations</p>
<p>2. Teachers will utilize available data to develop strategies to improve student achievement. (Title I SW: 1,7) (Target Group: All)</p>	<p>Curriculum Director, Teacher(s)</p>	<p>August 2016-May 2017</p>	<p>(L)Common Assessments, (L)Student Academic Records, (L)TEKScore, (S)Released STAAR/EOC Tests</p>	<p>Assessment Data STAR tests Running Records DMAC reports I-Station</p>
<p>3. Grade level teachers will continue using the RTI process and participate in SST meetings to support students at risk. Teachers, counselor, and parents will meet when needed to support students referred by the student support team. (Title I SW: 1,6,8,9) (Target Group: All, AtRisk) (NCLB: 1)</p>	<p>Assistant Principal(s), Counselor(s), Diagnostician(s), Dyslexia Teacher, ESL Coordinator, Principal(s), Professional Learning Communities, Special Ed Teachers, Speech Therapist(s), Student Support Team(s), Teacher(s), Title I Teacher(s)</p>	<p>End of each 6 weeks</p>	<p>(F)Title I, (L)Common Assessments, (L)DMAC Reports, (L)Dyslexia Materials, (L)Student Academic Records, (L)Student Support Teams, (L)TEKScore, (L)TPRI Reports</p>	<p>Student Academic records Student Support Team meetings</p>
<p>4. Professional Learning Communities will continue to enable educators to work collaboratively to horizontally align curriculum to achieve the best results for students. (Title I SW: 1,4,8,9,10) (Target Group: All) (NCLB: 1,4)</p>	<p>Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)</p>	<p>August 2016-May 2017</p>	<p>(L)Curriculum Management Plan, (L)DMAC Reports, (L)PEIMS Reports, (L)PLC Building a Professional Learning Community, (L)Student Academic Records, (L)TPRI Reports</p>	<p>Assessment Data</p>
<p>5. Content Mastery will be available to all students as recommended by their teachers. (Title I SW: 9) (Target Group: All) (NCLB: 1)</p>	<p>Assistant Principal(s), Content Mastery Teachers, Core Subject Teachers, Counselor(s)</p>	<p>August 2016-May 2017</p>	<p>(L)Student Support Teams, (S)Local Funds</p>	<p>Participation records</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. WOW after school program will be provided for second grade students experiencing difficulty in reading and math. (Title I SW: 1,2,3,5,9,10) (Target Group: All, ECD, ESL, AtRisk, Dys, 504) (NCLB: 1,2,3,4)	Counselor(s), Principal(s), Student Support Team(s), Teacher(s)	Fall 2016-Winter 2017	(S)State Compensatory	Student achievement Student grades
7. Campus administrators will provide professional development opportunities for teachers to improve the academic performance of at-risk students. (Title I SW: 2,4,7) (Target Group: All)	Curriculum Director, Principal(s), Professional Learning Communities, Teacher(s)	August 2016-May 2017	(L)Spring Hill Education Foundation Funds, (S)Local Funds, (S)Region VII	Workshop certificates, T-Tess, Student academic records
8. All teachers are encouraged to obtain ESL certification. (Title I SW: 3,7) (Target Group: H, ESL) (NCLB: 2)	ESL Coordinator, LPAC Committee, Principal(s), Teacher(s)	August 2016-August 2017	(S)Local Funds, (S)Region VII	Certification on file
9. LEP students will be identified and supported with certified ESL teachers. (Title I SW: 3,9,10) (Target Group: All, H, ESL, LEP) (NCLB: 1,2,3,4,5)	Core Subject Teachers, ESL Coordinator, LPAC Committee, Principal(s)	August 2016-May 2017	(S)Language survey	Teacher certification reports
10. Administrators will observe instruction and student engagement through regular walk-throughs and T-TESS Evaluations. (Title I SW: 3) (Target Group: All) (NCLB: 3)	Assistant Principal(s), Principal(s)	September 2016-April 2017	(L)DMAC Reports	Walk-through documentation DMAC reports T-Tess
11. IStation will be used to identify and serve students who are at risk for having reading difficulties. (Title I SW: 1,8) (Target Group: All) (NCLB: 1,2,3,4,5)	Core Subject Teachers	Monthly	(S)Istation, (S)Local Funds	DMAC reports
12. Summer school will be provided as needed for students recommended by teachers. (Title I SW: 1,3) (Target Group: AtRisk) (NCLB: 1,2,3,4,5)	Counselor(s), Principal(s), Teacher(s)	Summer 2017	(F)Title I, (F)Title III Bilingual / ESL	Attendance records Teacher observation
13. Student performance will be showcased during Fabulous Friday. (Title I SW: 1,6) (Target Group: All) (NCLB: 1,2,4)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	Fall 2016-Spring 2017	(S)Local Funds	Summative - Teacher and parent feedback

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Goal 2. Spring Hill Primary will take necessary steps to improve student attendance.

Objective 1. Spring Hill Primary will strive for 97% attendance or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff will motivate students to work toward a campus attendance goal of 97%. Parents will be called when students are absent. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	Aug. 2016-May 2017	(L)Skyward Program, (L)Student Support Teams	Attendance Records
2. Classes with highest attendance percentages will be presented with a trophy each week at Fabulous Friday. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), Principal(s), Teacher(s)	Sept. 2016-May 2017	(L)Activity Funds, (O)Donations	Summative - Attendance Reports

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Goal 3. Spring Hill Primary will set well defined behavioral standards to create a safe learning environment based upon high expectations.

Objective 1. A safe, orderly environment will be maintained. Successful student behavior will be rewarded.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Student Code of Conduct and Handbook will be assessed, revised and enforced consistently. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	Summer 2016-Spring 2017	(S)Student Code of Conduct, (S)Texas Association of School Boards	Summative - Administrative review of drafts and board adoptions
2. All staff will continue to implement CHAMPS according to guidelines set by the PRIDE committee. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Paraprofessional(s), Principal(s), Teacher(s)	Fall 2016-Spring 2017	(O)Designated Funds, (S)Region VII	Summative - Discipline referrals Weekly classroom meetings
3. All campus emergency procedures and drills will be practiced and reviewed. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal(s)	Monthly/Fall 2016-Spring2017	(S)Local Funds	Summative - Texas Fire Drill Annual Report
5. All instructors will communicate and implement the OLWEUS Bullying policy. Procedures will be presented to parents at Fall Parent Night. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	Fall 2016-Spring 2017	(L)Law Officials, (S)Local Funds	Summative - Bullying referrals Parent sign-off
6. Background checks will be required for all volunteers, including field trip sponsors. (Target Group: All) (NCLB: 4)	Principal(s), Secretary, Teacher(s)	August 2016-May 2017	(S)Local Funds	Summative - Deterrent for potential offenders, continuous report
7. PRIDE team will meet twice a year to review and adjust procedures as needed for maximum efficiency throughout the school, both in the classrooms and common areas. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Counselor(s), Paraprofessional(s), Principal(s), Teacher(s)	Fall 2016, Spring 2017	(F)Title IV Safe and Drug Free, (S)Region VII, (S)Student Code of Conduct	Summative - Administrative review of campus procedures
8. Students will develop positive character traits through the Character Education program. (Title I SW: 1,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Activity Funds, (O)Donations	Summative - Counselor observations
9. Students who use appropriate character traits will be recognized with Friday drawings of Panther Pride Tickets. (Title I SW: 1,9) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Counselor(s), Principal(s)	Sept 2016-May 2017	(L)Activity Funds	Summative - List of students recognized at Fabulous Friday
10. Discipline data will be used to identify problem areas and CHAMPS will be modified as necessary. (Title I SW: 1) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Counselor(s), Paraprofessional(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Activity Funds, (L)Skyward Program	Summative - Evaluation of discipline data

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Appropriate staff will be trained in Crisis Prevention Intervention. (Title I SW: 3,4) (Target Group: All, SPED) (NCLB: 4)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Paraprofessional(s), Principal(s), Special Ed Teachers, Teacher(s)	Fall 2016	(F)IDEA Special Education, (L)Gregg County Shared Services Arrangement	Summative - CPI Certification Cards

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Goal 4. Spring Hill Primary will foster positive community, parent, teacher and student communications and relationships.

Objective 1. Spring Hill Primary will provide a welcoming atmosphere for parents and community. All aspects of the school will be effectively communicated.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Parent/community involvement in school activities/events will be promoted. (Title I SW: 6) (Target Group: All)	Core Subject Teachers, Principal(s), Secretary	August 2016-May 2017	(L)Local newspapers, (L)Teacher Newsletters, (O)Internet sites	Summative - Sign-in sheets Background checks
2. Daily folders, newsletters, e-mails, webpages and Remind 101 will be used for frequent communication with parents. (Title I SW: 6) (Target Group: All)	Core Subject Teachers, Principal(s), Special Ed Teachers, Teacher(s)	August 2016 - May 2017	(L)Google Calendar, (L)Teacher Newsletters, (O)Internet sites	Summative - Teacher/campus documentation
3. Local media will be contacted about events on campus. (Title I SW: 6) (Target Group: All)	Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local newspapers, (L)TV Stations	Summative - Newspaper clippings, Record of television reports
4. Parent/teacher conferences will be held at least twice a year. Parent/teacher/counselor conferences will be held as needed. (Title I SW: 6) (Target Group: All) (NCLB: 5)	Core Subject Teachers, Counselor(s)	August 2016 - May 2017	(F)Title I, (L)Common Assessments, (L)DMAC Reports, (L)Student Academic Records, (L)Student Support Teams, (L)TEKScore, (L)TPRI Reports	Summative - Sign-in sheets Conference Documentation
5. The SHISD Education Foundation and PTA will be utilized to fund campus/teacher grants to enhance instructional programs. (Title I SW: 1,4,9) (Target Group: All) (NCLB: 1)	Principal(s), PTA, Teacher(s)	August 2016-May 2017	(L)PTA, (L)Spring Hill Education Foundation Funds	Summative - Report of grants received
6. Staff will encourage PTA participation from parents and faculty. (Title I SW: 6) (Target Group: All)	Parent Volunteers, Principal(s), PTA, Teacher(s)	August 2016-May 2017	(O)Internet sites	Summative - Membership data
7. Spring Hill Primary Title I Compact will be distributed to all parents at the beginning of the year. (Title I SW: 6,10) (Target Group: All, AtRisk) (NCLB: 1)	Principal(s), Teacher(s), Title I Teacher(s)	Fall 2016	(F)Title I	Summative - Parent feedback
8. Parents will be invited to observe Title I classes and attend an informational parent meeting. (Title I SW: 1,6) (Target Group: AtRisk) (NCLB: 1,4)	Curriculum Director, Principal(s), Title I Teacher(s)	Fall2016/Spring 2017	(F)Title I	Summative - Sign-in sheets

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. A local school health advisory council (SHAC) will ensure local community values are reflected in the district's health education instruction. (Title I SW: 1,6,10) (Target Group: All) (NCLB: 4)	Counselor(s), Parent Volunteers, Principal(s), Teacher(s)	August 2016-May 2017	(F)Title IV Safe and Drug Free	Summative - SHAC Committee Meetings
10. Opportunities will be provided for parents to visit the school during Public School week. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	March 2017	(L)Activity Funds	Summative - Parent feedback
11. Awards programs will be presented at the end of the year to celebrate student successes. (Title I SW: 6) (Target Group: All) (NCLB: 1)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal(s)	May 2017	(L)Activity Funds, (S)Local Funds	Summative - Teacher observation and parent feedback
12. Parent volunteers will present the Junior Achievement program to second grade classes. (Title I SW: 6) (Target Group: 2nd) (NCLB: 1)	Principal(s), Teacher(s)	Spring 2017	(L)Junior Achievement, (O)Donations	Summative - Teacher observation Junior Achievement records
13. First and Second grade parents will be notified of student progress every three weeks and grades each six weeks. Pre-K and Kindergarten grades are reported each 12 weeks. (Title I SW: 1,6) (Target Group: All) (NCLB: 1,2)	Assistant Principal(s), Campus Secretaries, Principal(s), Teacher(s)	August 2016-May 2017	(L)Skyward Program	Summative - Progress Reports and Report Cards
14. Students will take part in Red Ribbon Week activities to increase awareness of the dangers of drug use. (Target Group: All) (NCLB: 4)	Counselor(s), Principal(s), Teacher(s)	October 2016	(L)Activity Funds	Summative - Teacher observation, student feedback, parent feedback

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2016/2017 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

SPRING HILL PRIMARY Site Base

Name	Position
Baker, Larry 2015-2018	Parent
Bolt, Sherry 2016-2019	Non-grade level professional
Burrows, Lupita 2016-2019	First grade
Chapman, Renee 2016-2019	Kindergarten
Dubois, Amy 2014-2017	Parent
Hill, Aleesa 2014-2017	Parent
Jami, Jones 2014-2017	Kindergarten
Lagrone, Melissa	Counselor
Laymance, Jaymee 2015-2018	First grade
Smith, Christy 2016-2019	Second grade
Turner, Deanna	Principal
Turner, Suzie 2015-2018	Community member
Williams, Rianna	Assistant Principal
Wood, Gwenda 2014-2017	Paraprofessional
Woods, Flecia 2015-2018	Second grade
Woody, Linda 2014-2017	Title I

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Spring Hill Primary (EC, Pre-K, K, 1st and 2nd grade) demographics for 2014/2015.

Student Demographics

Total Students: 502

Ethnic Distribution

- African American-13.3%
- Hispanic-15.5%
- White-63.7%
- American Indian-2.0%
- Asian-1.2%
- Pacific Islander-1.0%
- Two or More Races-3.2%

Economically Disadvantaged-48.8%

ELL-11.2%

At-Risk-38.6%

Mobility Rate(2013-2014)-17.6%

Teacher Demographics

Total Staff: 33

- White-100%
- Females-100%

Demographics Weaknesses

We definitely need to recruit minorities and male employees.

Comprehensive Needs Assessment

Demographics Needs

Recruit minorities and male employees.

Demographics Summary

We are increasing student enrollment each year. The majority of our students and staff are white but our African American and Hispanic populations are increasing.

Student Achievement

Student Achievement Strengths

Student achievement is reviewed by teachers and principals at Primary and Intermediate Campuses. We look at areas of strengths and weaknesses so we can improve teaching methods in grades PreK-5.

Student Achievement Weaknesses

Finding time to meet with the Intermediate to discuss data and align curriculum standards is sometimes difficult.

Student Achievement Needs

We are working with the Intermediate to gain a better understanding of strengths and weaknesses on STAAR.

School Culture and Climate

School Culture and Climate Strengths

Comprehensive Needs Assessment

Campus culture is a high priority at Spring Hill Primary. We strive to create a culture of respect and high expectations. Our campus has high expectations for academic achievement, behavior, and attendance.

Our attendance rate for 2013-2014: 96.4%

School Culture and Climate Weaknesses

We have several students who are tardy and absent.

School Culture and Climate Needs

Teachers and staff need to communicate the importance of attendance.

School Culture and Climate Summary

We have a strong campus culture but we need to work on communicating with parents about the importance of attendance.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

All teachers at Spring Hill Primary are highly qualified.

Paraprofessionals are certified through college hours or training through Region 7.

Average Years of Experience of Teachers: 13.5

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Strengths (Continued)

Out of 33 teachers, 6 hold their Masters.

Staff Quality, Recruitment and Retention Weaknesses

We need to recruit more minority and male teachers.

Staff Quality, Recruitment and Retention Needs

Recruit more minority and male teachers and staff.

Staff Quality, Recruitment and Retention Summary

Overall, we have a strong, experienced staff.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

Spring Hill Primary uses the TEKS Resource System as our curriculum.

Curriculum, Instruction and Assessment Weaknesses

We need to make sure that we are teaching with rigor and depth.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Needs

We need to provide differentiation for all students.

Curriculum, Instruction and Assessment Summary

We are teaching the state mandated curriculum and seeing success with our students achievement.

Family and Community Involvement

Family and Community Involvement Strengths

- What evidence exists that families and community members are involved in meaningful activities that support students' learning? What are the activities? Which parents and community members are involved? What trends and patterns do we observe? PTA, volunteers, Open House, Meet the Teacher, Hobby Day, Field Trips, lunch with your child
- How are families and the community members involved in school decisions? Site Based Committee, SHAC Committee
- What types of services are available to support families, community members, and students to encourage healthy family relationships? PTA Fun Run, SHAC Committee
-
- What types of services are available to support students in special programs? What are the results? RTI, SST, GT, dyslexia, ESL, Title I
- What types of community partnerships exist to support families and students? Junior Achievement, SRO, Education Foundation, PTA

Family and Community Involvement Weaknesses

- If families speak languages other than English, what are these languages? How does the school communicate in those languages? This is an area of weakness that we are working to address. We send letters translated in Spanish and provide translators when needed.

Comprehensive Needs Assessment

Family and Community Involvement Needs

We need a parent representative for LPAC meetings.

Family and Community Involvement Summary

Overall, Spring Hill Primary has a high level of family involvement.

School Context and Organization

School Context and Organization Strengths

Staff development is provided during the summer and prior to each new school year. We also provide on going staff development throughout the school year.

PLCs meet every Tuesday to plan and align curriculum.

School Context and Organization Summary

Spring Hill Primary strives to help every child reach their full potential.

Technology

Technology Strengths

- We have 2 computer labs
- We have 3 iPad Carts.
- Each teacher has 1 mini iPad.
- Each class has an Elmo and projects.
- Each teacher has a laptop.

Comprehensive Needs Assessment

Technology Strengths (Continued)

We have a full time instructional technologist for Primary and Intermediate.

Technology Weaknesses

We need updated laptops for all teachers.

Technology Needs

We need updated laptops for all teachers.

Technology Summary

Technology is improving at Spring Hill Primary. We will continue to make improvements.

Comprehensive Needs Assessment Data Sources

Community Demographics

Community Input

Discipline Referrals

District Policies

Highly Qualified Staff

Istation

PEIMS Reports

Promotion/Retention Rates

Report Card Grades

Special Programs Evaluations

Staff Development

Summary of Student Progress (not taking STAAR)