

Smithville ISD

# Smithville High School

Campus Improvement Plan

2013-14

*“Love Kids, Achieve Exemplary, and Communicate”*

## Smithville High School Campus Site Based Team 2013-2014

<b>Team Members</b>	<b>Position</b>	<b>Term</b>
Carl Wright	Community Representative	3 of 3 years
Linda Rooks	Community Representative	1 of 3 years
Michelle Ziats	Parent Representative	1 of 3 years
Kathy Craig	Non-Teaching Professional	1 of 3 years
Shelia Del'Homme—CTE Elective	Teacher Representative	1 of 3 years
Leona Jones--SS	Teacher Representative	3 of 3 years
Wayne King—Extra Curricular	Teacher Representative	1 of 3 years
Catherine Skye	Teacher Representative	1 of 3 years
Anne Seidel--Math	Teacher Representative	1 of 3 years
Natalie Frerich—Fine Art Elective	Teacher Representative	1 of 3 years
Melody Johnson--ELA	Teacher Representative	1 of 3 years
Shante Partridge	Students Representative	1 of 1 year

# Smithville High School Needs Assessment 2013-2014

1. **Improve academic achievement for all populations.** It is our goal to achieve exemplary status by continuing to provide intervention for struggling students in the areas of Math and English-Language Arts. To achieve this goal a math interventionist has been hired to provide targeted intervention during the school day. We are also providing targeted English-Language Arts instruction in before, during, and after school tutoring sessions. It is our intention to use CSCOPE Unit Assessments as a strategy for progress monitoring of student performance. In addition to achieving exemplary status in all sub populations, we want to increase the percentage of commended scores by 20% in all areas. Lastly, we will show improvement in day-to-day instruction, curriculum alignment, and program alignment for all students.
2. **Maintain a safe and disciplined environment for all students.** It is our goal to provide a safe environment for all students by maintaining all peer-mediation programs. We will also continue to train staff in classroom management techniques, as well as maintain all campus safety action plans. We will practice the safety plan through drills and staff development. We will continue to maintain our attendance rate of 96% and strive to better our percentage by collaborative efforts with the community and parents.
3. **Improve communication between staff and community.** Communication is the key to any successful agency and it is our goal to provide our students, staff, community and parents with regularly updated information about Smithville High School. To achieve this goal we must communicate effectively through several means: The district and campus website, the Alert Now telephone system, the Smithville Times newspaper and documentation that is mailed home regularly. We strive to communicate effectively with our staff through staff development, website updates and weekly campus updates. Parents have several avenues through which to participate in communication and service to the campus or district. Parents have the opportunity to serve on campus site based committees, booster clubs and parent organizations. Lastly, it is our goal to recognize the achievements of all students through a variety of programs.
4. **Increase emphasis of technology for students and staff.** In order to equip students with 21<sup>st</sup> century skills, accessible technology for students and staff is a must. We strive to update hardware and software for all areas of the campus. To this end, Smithville High School has installed wireless access throughout our campus. In addition, iPads have been purchased for a large number of our staff, with plans to purchase more in the future. The campus site-based team will develop an acceptable use policy for electronic devices to be implemented in the 2013-14 school year. This objective promotes student access to the most recent technology and enhances opportunities for success in post high school endeavors.

## Smithville Independent School District District Goals for Improvement 2013-2014

- **Goal I :** The district will provide an environment that will enhance and improve student achievement.
- **Goal II :** The district will support teachers in the classroom to improve instruction through opportunities for development.
- **Goal III :** The district will strive to improve student attendance.
- **Goal IV :** The district will align the curriculum using benchmark testing to evaluate individual student progress.
- **Goal V :** The district will maintain a safe and disciplined environment for students and staff.
  - The district will strive to maintain positive campus morale throughout the district.
- **Goal VI :** The district will maintain fiscal responsibility and accountability.
  - The district will develop a 5 year plan that projects capital expenditures, salary expenses, and curriculum programs that provides a basis for sound fiscal management.
- **Goal VII :** The district will continue to strive to reduce staff turnover by increasing teacher retention.
- **Goal VIII :** The district will involve parents as active partners in the education of their children.

## Specific Campus Objectives for 2013-2014

Campus Objective	Specific target
Objective 1	All students, including sub populations, will increase to or maintain a 90% or higher passing rate for EOC tested subject areas.
Objective 2	Smithville High School will offer competitive, successful vocational and college preparatory classes with well-defined pathways for graduation.
Objective 3	Dropout rates will remain 1% or lower and increase attendance rates to 96% or better.
Objective 4	Align campus curriculum (CSCOPE) and utilize Unit Assessments and released tests to evaluate student progress.
Objective 5	Smithville High School will provide a safe and disciplined environment for all students.
Objective 6	Smithville High School will recruit and retain a highly qualified staff.
Objective 7	Smithville High School will increase communication with parents and community.
Objective 8	Smithville High School will increase emphasis on technology for students and staff

## **Smithville ISD Mission Statement**

*The mission of Smithville ISD is to improve the academic performance of students. To achieve this goal the school district will provide effective instructional leadership, responsible fiscal management, and an atmosphere in which all students can develop and mature academically, physically, emotionally, and socially.*

## **Smithville High School Mission Statement**

*The mission of Smithville High School is to provide a quality education that ensures all students learn to think independently and promote academic excellence. We are dedicated to serve our students and encourage them to meet rigorous academic challenges with enthusiasm and willingness to solve problems, ultimately to become productive citizens in society.*

**District Correlate: Goal 1-** The district will provide an environment that will enhance and improve student achievement.

**Objective 1:** All students, including sub populations, will increase to or maintain a 90% or higher passing rate for EOC tested subject areas.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>1.1.A</b> Disseminate STAAR/TAKS data to all staff.	STAAR/TAKS DATA AEIS report Data analysis presentation	Staff Time Title I consultant funds - \$2,000	R. Roth G. Gutierrez Core Area Staff	August 2013	Data Analysis Staff Development Data Analysis Grid	Mid Year / End Year Progress Reports.	5
<b>1.1.B</b> Use EOC Released Test as Mid-Term Final	Staff Time release STAAR/TAKS test	Staff Time Local Funds	R. Roth P. Vinklerek English Teachers	December 2013	Released EOC	Disaggregated Data Adjusted Instruction	5
<b>1.1.C</b> Core Subject Area tutorials	Intervention materials	Staff Time Local Funds	P. Vinklerek Core Departments	September 2013- April 2014	STAAR/TAKS results, formal assessments	STAAR/TAKS results	5
<b>1.1.D</b> Counselors will conduct regular meetings with at-risk students	PGP's	Staff Time	K. Craig P. Vinklerek	2013-14	Student Folders	PEIMS Grades Test Results	5
<b>1.1.E</b> LPAC committee will evaluate ELL's grades and EOC results	Grades EOC Results	Staff Time	L. Partridge R. Roth S. Del'Homme Parent Rep.	October 2013 February 2014	Sign-in sheets Meeting Minutes	Meeting Minutes	5
<b>1.1.F</b> Maintain Content Mastery Program for all students	Content Mastery Time Cards	1.5 FTE SPED	J. Russo L. Clark	Daily 2013-14	Content Mastery Logs	Student Time Sheets	5
<b>1.1.G</b> Maintain Life Skills Program	Lesson Plans	6.0 FTE SPED	D. Freeman C. Moore A. Patridge P. Cowan D. Davis, K. Devine	Daily 2013-14	Master Schedule		5

<b>1.1.H</b> Maintain SPED resource classes in Math and ELA	Lesson Plans IEPs	1.0 FTE SPED	E. Brathwait S. Del’Homme	Daily 2013-14	Master Schedule	Master Schedule	5
<b>1.1.I</b> Maintain PALS/PAX program to assist with peer mediation for at risk students	Enrollment data of PALS/PAX	.25 FTE	T. Quitta	Daily 2013-14	Student Logs Sign-in sheets	Student Logs Sign-in sheets	5
<b>1.1.J</b> Expand Credit Recovery Class Offerings	Aventa Web- based Computer lab	Local Funds	A. Seidel P. Vinklarek K. Craig R. Roth	Daily 2013-14	Enrollment roster	Enrollment roster	5
<b>1.1.K</b> Maintain Dyslexia Program	Dyslexia materials Study Skills class	Distirct Dyslexia Training	J. Russo M. Johnson	Daily 2013-14	Enrollment and Identification	Enrollment and Identification	5
<b>1.1.L</b> Continue SPED inclusion classes for Science and Social Studies	Master Schedule	1.0 FTE SPED	V. Snyder	Daily 2013-14	Master Schedule	Master Schedule	1
<b>1.1.M</b> Expand opportunity for at risk student participation in Tiger Academy	Staff Building Technology	Title 1 – \$37,500 1.5 FTE AEP Title 1-\$3500 Renewal Title 1-\$1200 Additional Titles	D. Edwards J. Philpot M. Outlaw R. Roth	Daily 2013-14	Master Schedule	Recovery Rate	5



**District Correlate: Goal 1-** The district will provide an environment that will enhance and improve student achievement.

**Objective 2:** Smithville High School will offer competitive, successful vocational classes and college preparatory classes with well-defined pathways for graduation.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>1.2.A</b> Offer a variety of vocational/career classes, including new Tech-App classes, COOP classes and career pathways	Achieve Texas Guidelines Master Schedule	6.0 FTE Career and Tech	L. Hanson M. James S. Burns R. Robertson T. Christian S. Del’Homme	2013-2014 school year	Class rolls, four year plans, career cruising, students folders, observations	Class rolls, four year plans, career cruising, students folders, observations	5
<b>1.2.B</b> Meet with every incoming freshman to discuss graduation plans and endorsements	Individual meetings	Staff Time	P. Vinklarek K. Craig	Spring 2014	Endorsement materials	4 year plans, increased enrollment of vocational and career courses.	4
<b>1.2.C</b> Clarify and adopt articulated agreements with Junior Colleges involved with specific coherent sequences.	Articulation data	Staff Time	L. Hanson M. James S. Burns R. Robertson T. Christian S. Del’Homme	Fall Semester 2013	Clarified copies of articulation agreements	Final articulation agreements	4
<b>1.2.D</b> Notify students of admissions opportunities for higher education including Teach for Texas and Texas Early admissions	Class rank	Staff Time	K. Craig P. Vinklarek	Spring Semester 2014	Examples of postings, 4 year plans, counselor logs, posters	Examples of postings, 4 year plans, counselor logs, posters	5
<b>1.2.E</b> Participate in BEST college night	A+ Credit Union	Staff Time	K. Craig P. Vinklarek	October 2013	Sign in Sheets	Sign in Sheets	5
<b>1.2.F</b> Implement PLAN/PSAT for all interested sophomores	Testing material Counselor time	Title 1 – \$2000	K. Craig P. Vinklarek	2013-14	Roll sheets	Roll sheets	5

**District Correlate: Goal 2-**The district will support teachers in the classroom to improve instruction through opportunities for development

**Objective 6:** Smithville High School will recruit and retain highly qualified staff.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>2.6.A</b> Conduct regular department meetings to improve instruction and evaluate performance of subgroup achievement	STAAR/TAKS Data Local Assessment	Staff Time	R. Roth S. Scharlach Team Leaders	2013-2014 3 per six weeks	Agenda	Meeting minutes	5
<b>2.6.B</b> Aware Assessment Program and Lesson Planner-Eduphoria Programs	Lesson Plans Aware Data	Title I funds \$2,400	R. Roth	Weekly 2013-14	Assessment data Lesson Plans	Assessment data Lesson Plans	5
<b>2.6.C</b> Instructional Coach for ELA teachers	Staff time Scheduling	Title I funds \$10,000	R. Roth E. Sammons	6 visits Fall 2013 6 visits Spring 2014	Assessment data Data Walk	Assessment data Data Walk	5

**District Correlate: Goal 2-**The district will support teachers in the classroom to improve instruction through opportunities for development  
**Objective 8:** Smithville High School will increase emphasis on technology for students and staff

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>2.8.A</b> Provide staff development in all facets of technology using time efficient strategies and innovative approaches	Skilled staff on campus to help with technology Resources Eduphoria	District Funds	R. Roth S. Schroeder	2013-2014 Scheduled trainings	Needs Assessment	Training certificates Evaluations	5
<b>2.8.B</b> Enrich curriculum in all classrooms with the use of technology applications and hardware	Technology Budget	District Funds	R. Roth S. Schroeder	2013-2014 Daily	Needs Assessment	Lesson Plans and inventory	5
<b>2.8.C</b> Fix network at high school campus	Wireless system	District Funds	R. Roth S. Schroeder	September 2013	Needs Assessment and inventory	Wireless capability	5
<b>2.8.D</b> Purchase iPads for targeted classroom instruction	iPads	District Technology Funds	R. Roth S. Schroeder	September 2013	Needs Assessment and inventory	Lesson plans Classroom observations	5

**District Correlate: Goal 3-** The district will strive to improve student attendance.

**Objective 3:** Dropout rates will remain 1% or lower and increase attendance rates to 96% or better.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>3.3.A</b> SISD truant officer will do routine follow up checks and make parent/ guardian contacts on all HS students with three or more absences;	Staff time Letter Mail outs	Local funds /postage	R. Gutierrez S. Scharlach	2013-2014 school year Weekly	Weekly PIEMS attendance reports.	Attendance committee minutes, attendance rate increase	5
<b>3.3.B</b> Notify students of excused and unexcused absences when they return to school and track absences based on PIEMS 425 data standards.	Daily Attendance report	Local Funds	R. Gutierrez S. Scharlach	2013-2014 School year Daily  Ongoing	Daily Attendance Reports	Semester Attendance Reports	5
<b>3.3.C</b> CARC Committee will meet and discuss attendance issues	CARC Committee	Local Funds	CARC Committee R. Gutierrez S. Scharlach	2013-2014 Weekly Documentation	CARC Minutes	CARC Minutes	5
<b>3.3.D</b> Continue to file on all students that 3 or more unexcused absence in a 4-week period an 10 or more in an 6 month period	CARC	Local Funds	CARC Committee R. Gutierrez S. Scharlach	2013-2014 Weekly  Documentation	CARC Minutes	CARC Minutes	5

**District Correlate: Goal 4-** The district will align the curriculum using benchmark testing to evaluate individual student progress.

**Objective 4:** Align campus curriculum, TEKS Resource System, and utilize Unit Assessments and released tests as benchmarks to evaluate student progress.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>4.4.A</b> Continue with implementation of TEKS Resource System in all core areas	Collaborative Training Sci/ELA/SocSt/Math	Title II Training Funds Math-\$1953 ELA-\$2750 Science-\$2750 Soc.St.-\$750	R. Roth	2013-2014 Monthly	Review curriculum Framework Training Certificates	Meeting Minutes	5
<b>4.4.B</b> Maintain Instructional Coaching	Administrative Staff	Staff Time	R. Roth E.Sammons	20 classroom walk-throughs	Instructional Coaching assignments	Feedback from Instructional coach and participants	5

**District Correlate: Goal 5-** The district will maintain a safe and disciplined environment for students and staff.

- The district will strive to maintain positive campus morale throughout the district.

**Objective 5:** Smithville High School will provide a safe and disciplined environment for all students.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>5.5.A</b> Conduct Regular Safety Drills	Exit Procedures Scheduled Drills	Staff Time	S. Scharlach R. Roth	2013-2014 Monthly Documentation	Safety Drill Log Safety Audit	Safety Drill Log Safety Audit	5
<b>5.5.B</b> Maintain PALS /PAX program to assist with peer mediation	Training Program	District Funds	T. Quitta	2013-2014 Daily	Class roll Master Schedule	Class Roll Master Schedule	5
<b>5.5.C</b> Maintain drug dog inspection program	Drug Dog Contract	District Funds	R. Roth S. Scharlach	2013-2014	Inspection reports	Inspection reports	5
<b>5.5.D</b> Maintain CPI training for all SPED teachers	CPI Manuals	Staff Time	S. Bang R. Roth	2013-2014	Training Certificates	Training Certificates	5
<b>5.5.E</b> Conduct Lifetrack Survey	Lifetrack Survey	\$1,825 Title I funds	R. Roth	June 2014	Surveys given to graduating seniors	Response and feedback from parents	5
<b>5.5.F</b> Implement Character Education program	ISS / DAEP Procedures	District Resources	S. Scharlach R. Roth J. Philpot D. Edwards M. Outlaw	2013-2014 Daily	Student Assignments	Student Assignments	5

- **District Correlate 6:** The district will maintain fiscal responsibility and accountability.

**Goal 6 :**

□ The district will develop a 5 year plan that projects capital expenditures, salary expenses, and curriculum programs that provides a basis for sound fiscal management.

**Objective 3:** Dropout rates will remain 1% or lower and increase attendance rates to 96% or better

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>6.3.A</b> Continue to encourage high attendance through exemptions to maintain high ADA	Campus Staff	Distirct Funds	R. Roth	2013-2014 Monthly	Maintain 96% Attendance		5
<b>6.3.B</b> Work to re-enroll drop outs and increase at risk student attendance	Campus Staff	Staff Time	R. Roth	2013-2014 Monthly	Maintain 96% Attendance		5

**District Correlate: Goal 7-** The district will continue to strive to reduce staff turnover by increasing teacher retention.

**Objective 6:** Smithville High School will recruit and retain a highly qualified staff.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>7.6.A</b> Attract and retain highly qualified teachers	Job Fairs Employment website	District Funds	R. Roth	March-August 2013-2014	Certification Test Results	Certification Test Results	5
<b>7.6.B</b> Analyze data from college transcripts, certifications, testing, staff development and service records to ensure all teachers meet HQ status	Personnel files	Staff Time	R. Roth	October 2013	HQ report	HQ report	5
<b>7.6.C</b> Maintain highly qualified status with instructional aides	Personnel Files	Staff Time	R. Roth	October 2013	TOP Training certificate	Training certificate	5
<b>7.6.D</b> Conduct meeting with staff that are not highly qualified and document procedures and programs to obtain HQ status	Staff Time	Staff Time	R. Roth	October 2013	Meeting minutes	Meeting minutes	6
<b>7.6.E</b> Maintain information regarding HQ status and staff development	Eduphoria	Staff Time	R. Roth	October 2013	Enrollment in staff development	Training certificates	5
<b>7.6.F</b> Maintain campus staff development	Region 13	Staff Time \$1500 Title II \$354 Title I	R. Roth	2013-2014 Monthly	Enrollment in staff development	Training certificates	5



**District Correlate: Goal 8-** Smithville High School will increase communication with parents and community

**Objective 7:** Smithville High School will increase communication with parents and community.

Strategies / Activities	Resources		Performance		Evaluation		Progress
	Materials / Staff	Cost / Funding	Person(s) Responsible	Timeline	Formative	Summative	
<b>8.7.A</b> Conduct 1 open house meetings during the school year	Notices	Staff Time	R. Roth	February 2014	Sign in sheets Notices	Sign in sheets Notices	5
<b>8.7.B</b> Conduct a college/ financial aid information night for parents and upperclassmen	Staff Time BEST Schedule	Staff Time	K. Craig P. Vinklarek	November 2013	Notice in progress reports	Sign in Sheets	5
<b>8.7.C</b> Students will have the opportunity to serve and represent Smithville HS in a variety of student groups	Course Guide	Staff Time	R. Roth K. Craig P. Vinklarek	2013-2014 Daily	Group rosters	Group rosters	5
<b>8.7.D</b> Maintain Smithville High School website	District Website	Staff Time	R. Roth K. Hemphill	2013-2014 Daily  Ongoing	Updated information	Updated information	5
<b>8.7.E</b> Parent Meeting for Pre-AP and AP classes	Staff Time Pre-AP and AP Regulations	Staff Time	K. Craig P. Vinklarek	Spring 2014	Meeting minutes and sign in sheets	Meeting minutes and sign in sheets	5

**Appendix A**

Career and Tech Personnel Costs (Program Intent 22) & FTE

<b>HS</b>	<b>Burns, Stewart</b>	Vocational DE	1	
	<b>Christian, T.J.</b>	AV Prod/Digital Media	1	
	<b>Del'Homme, Sheila</b>	Web Tech/Stats	1	
	<b>James, Matilda</b>	Vocational Homemaking	1	
	<b>Hanson, Lance</b>	Vocational Agriculture	1	
	<b>Robertson, Rebecca</b>	Vocational Agriculture	1	
			<b>6</b>	<b>\$350,576.07</b>

State Comp Ed Personnel Cost (Program Intent 30) & FTE

<b>HS</b>	<b>Kathy Craig</b>	Counselor	0.5	
	<b>Quita, Tony</b>	PALs/PAX	0.25	
	<b>Russo, Janet</b>	Content Mastery Teacher	0.5	
	<b>Anne Seidel</b>	Credit Recovery	1.0	
	<b>Vinklarek, Paula</b>	Academic Advisor	1.0	
			<b>3.25</b>	<b>\$213,626.04</b>

High School Allotment (program intent 31) FTE

<b>HS</b>	<b>Jones, Leona</b>	History	1	
	<b>Wilmot, Craig</b>	Math	1	
	<b>Olson, Sarah</b>	Science	1	
			<b>3</b>	<b>160,029.55</b>

Special Ed Personnel Costs (Program Intent 23) & FTE

<b>HS</b>	<b>Russo, Janet</b>	SPED Teacher	.5	
	<b>Braithwait, Endia</b>	SPED Teacher	.5	
	<b>Davis, Darlene</b>	Life Skills Aide	1	
	<b>Patridge, Angie</b>	Life Skills Aide	1	
	<b>Devine, Kristen</b>	Life Skills Aide	1	
	<b>Cowan, Pam</b>	Life Skills Aide	1	
	<b>Freeman, Phillip</b>	Life Skills Teacher	1	
	<b>Jones, Cara</b>	Life Skills Teacher	1	
	<b>Patridge, Angie</b>	Life Skills Aide	1	
	<b>Philpot, Jim</b>	DAEP Teacher	0.25	
	<b>Russo, Janet</b>	Content Mastery Teacher	0.5	
	<b>Snyder, Victoria</b>	Inclusion Teacher	1	
	<b>Castello, Mary</b>	SPED Teacher	.5	
			<b>10.25</b>	<b>\$367,166.75</b>

AEP Program Intent 26 & FTE

<b>HS</b>	<b>Outlaw, Marie</b>	AEP Teacher	.5	
	<b>Philpot, Jim</b>	AEP Teacher	.5	
	<b>Edwards, David</b>	AEP Administrator	.5	
		AEP Aide	.5	
			<b>2</b>	<b>\$103,337.99</b>

DAEP Program Intent 28 & FTE

<b>HS</b>	<b>Outlaw, Marie</b>	DAEP Teacher	.25	
	<b>Edwards, David</b>	DAEP Administrator	.5	
		DAEP Aide	.5	
			<b>1</b>	<b>\$54,917.85</b>



**Appendix C**

ACC – Austin Community College

AEP – Alternative Education Program

AP – Advanced Placement

BEST – Bastrop, Elgin & Smithville

CARC – Campus Attendance Review Committee

CPI – Crisis Prevention Institute

DAEP – Discipline Alternative Education Program

DARS – Department of Assistive and Rehabilitative Services

ELA – English Language Arts

ELL – English Language Learner

GT – Gifted and Talented

HQ – Highly Qualified

IEP – Individualized Education Plan

ISS – In-school Suspension

LPAC – Language Proficiency Assessment Committee

PALS/PAX – Peer Assistance and Leadership and Conflict Resolution

PEIMS – Public Education Information Management System

PLAN – Practice American College Testing (ACT) Test

PSAT – Practice Scholastic Aptitude Test (SAT)

SPED – Special Education