

Roscoe Collegiate High School

2021 – 2022

Campus Improvement Plan

Roscoe Collegiate High School
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2021-2022

BOARD APPROVAL

Cheyenne Smith

Signature

11/8/2021
Date

David Pantoja

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11-8-21
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Kenny Hope

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Eloy Herrera

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Date

Site Based Committee Members for 2021 – 2022

High School Campus

Andy Wilson		Superintendent
Marina Wilcox	.....	Assistant Superintendent
Joe Elmore	.....	Administrator
Melissa Perryman	.....	Administrator
Heather Ward	.....	Counselor
Ben Malone	.....	Higher Education Coordinator
Jamie Maloney	.....	Business Coordinator
Lou Ann Wilson	.....	School Nurse
Katie Ralph	.....	Foreign Language/S. Studies
Kellie Seals	.....	PBL/AVID IC
Dana Elmore	.....	Blended IC
Sheila Womack	.....	RTI/Reading IC
Janie Abrigo	.....	Special Education
Katie Barnhill	.....	Math
Shannon Morrow	.....	CTE
Kelly Kiser	.....	Community
Savannah Little	.....	Student

ROSCOE COLLEGIATE HIGH SCHOOL CAMPUS

MISSION STATEMENT

Roscoe I.S.D. believes that all students will learn and be successful regardless of their previous life experiences. We believe that it is the purpose of our school to educate all students to their highest level of academic performance, while nurturing positive growth in social and emotional skills that are necessary to be productive members of our community and society.

Roscoe Collegiate High School has adopted the Mission statement of the District, and also believes that:

- Attitudes affect learning
- Success is proportionate to expectations
- Educators must have a vision of education excellence
- Each student's ability should be maximized
- All students can learn and have the right to learn
- Each person is ultimately responsible for his/her own actions
- High morals and ethical standards are essential
- Parents/family should be actively involved in their child's education
- Academic success requires self-discipline
- The community should be a part of our educational process
- A safe environment promotes security and well-being for all Roscoe students
- Accepting and respecting all cultures is essential for participation in a culturally diverse society
- Learning is a life-long process

MOTTO: “PLOWBOYS/PLOWGIRLS CULTIVATING YOUNG MINDS TO MEET TOMORROW’S CHALLENGES”

NARRATIVE

The 2021 -2022 RCHS Campus Improvement Plan, encompassing grades 7 through 14, is based on student enrollment and demographic data.

Roscoe Collegiate High School is made up of Hispanic, Multi-Racial, White and African American student populations. Approximately 52% of students served are Hispanic, 45% White, 2% Multi-Racial and 1% African American. Approximately 41% of the students are eligible for free or reduced price lunches under the National School Program and 11% are limited English proficient (LEP).

The following describes the demographics of the Roscoe Collegiate ISD high school student population.

Total student population: 300

Ethnicities	Number	% of Total
Multicultural	6	2%
African American	4	1%
Hispanic	167	52%
White	144	45%

Special Populations

Eco. Disadvantaged	132	41%
LEP/ESL	35	11%
Migrant	0	0%
At-Risk	71	22%
Special Education	26	8%
Gifted & Talented	21	7%

Roscoe Collegiate ISD and surrounding schools are in a shared service arrangement with West Central Texas Shared Service Agreement who operates the special education program.

Roscoe Collegiate ISD is proud to note that our student body is served by an experienced staff with 4 having over 20 years of experience, 8 with 11-20 years of experience, 8 with 6-10 years of experience, and 10 with 0-5 years of experience.

Additionally, the district maintains a student-teacher ratio of approximately 18 to 1.

The high school uses multiple fund sources to support each of the educational programs. Through ongoing collaborative planning meetings between administration, campus administrators and the SBDM committee, needs are prioritized from the most current performance data in order to make decisions

regarding where funds should be budgeted. The primary compensatory and other fund sources budgeted for 2021-2021 by the district include those in the attached budget listing.

The attendance rate for the high school is 96.75%. The drop-out rate for all students is 0%. The percentage of students taking the ACT/SAT is approximately 99% of juniors and seniors. The percent of students who have taken at least one dual credit class is 97.9%. Post-Secondary Readiness percentage was at 87%. TSI percentage for both ELA and Math is 70 %.

Comprehensive Needs Assessment

The following data sources were reviewed to assess the campus strengths and priorities :

1. STAAR/EOC (2019 Data)
2. Retention, promotion, and drop out
3. Program evaluations of AEIS/TAPR and PEIMS
4. Student and teacher demographic information
5. Technical, fiscal, & facility resources
6. Parent, teacher, student surveys
7. Special Education programs
8. Dual credit enrollment and grades
9. ACT/SAT
10. Staff development records
11. 2020 - 2021 Improvement plans
12. Adequate Yearly Progress Reports
13. NWEA MAP Growth Assessments
14. Student attendance
15. PSAT/ASVAB
16. TSIA/TSIA2
17. MTSS – Multi-Tier Student Support

Strengths

From the data sources listed above, the following strengths were identified:

1. District support of quality, on-going professional development
 - a) Common Instructional Framework
 - b) Instructional Rounds and Observations
 - c) Data Driven Instruction Training
 - d) Blended Learning
 - e) AVID Training
2. Student participation in rigorous coursework including dual credit college courses
3. Over 80% of students graduate on the Foundation + Endorsements + Enhancement Distinguished Achievement Program
4. Well-maintained buildings and grounds
5. Teachers are committed to student success 33% of classroom faculty members hold Master's degrees; 4% hold Doctorate level degrees
6. 1:1 Laptop Initiative for grades 7-14
7. PTECH Academy allows students to graduate with \$0 student debt for all college expenses and IBC through year 14
8. AVID for all students in preparation of college readiness
9. TEKS Resource Management System/Eduphoria/lead4ward
10. ESL certified English teachers to better meet the needs of LEP students

Needs

1. Improve performance in reading, science and math
2. Focus on students reaching mastery level understanding in all areas
3. Continue to improve communication between school and home
4. Emphasize student relations and respect of each other
5. Continue to improve documentation, instructional focus, and evaluation procedures of all special programs
6. Improve ACT/SAT scores
7. Increase the number of TSIA composite ELA/math completers by the end of Sophomore year
8. Maintain at or above 96% attendance rate
9. Monitor our economically disadvantaged populations to ensure continued success
10. Improve community and student awareness of CCMR opportunities available to Roscoe Collegiate students

Roscoe High School Goals

Roscoe High School has established the following goals, for 2021-2022. Within the Roscoe High School goals are the performance goals of the No Child Left Behind Act.

Goal 1: All students will be expected to meet or exceed state educational performance standards.

Goal 2: Achieve 97% attendance rate.

Goal 3: Maintain drop-out rate at 1% or less.

Goal 4: Teachers will be provided resources and training in teaching methods including student learning styles, cooperative learning, effects of high expectations for achievement, and mastery of learning.

Goal 5: Parents and community members will be partners in the improvement of the school

Goal 6: Special programs will adapt to help each student meet or exceed state performance standards.

Goal 7: The learning environment throughout the district will be safe, with all students, faculty and staff consistently involved in practicing good citizenship, demonstrating respect toward self and others and exhibiting a cooperative spirit.

Goal 8: Teachers will be provided resources and training to utilize technology for effective instructional use

High School Campus Improvement Plan 2021-2022

Long Range Goal Area 1: Academic growth and achievement

Goal 1: All students will be expected to meet or exceed state educational performance standards.

Goal 2: Achieve 97% attendance rate.

Goal 3: Maintain drop-out rate at 1% or less.

Goal 4: Teachers will be provided resources and training in teaching methods including student learning styles, cooperative learning, effects of high expectations for achievement, and mastery of learning.

- Performance Objective 1a: Achieve 90 percent or more of all student groups pass all parts of the State of Texas Assessment of Academic Readiness (STAAR/EOC) in order to achieve exemplary status for the district
- Performance Objective 1b: Maintain the number of students taking the ACT/SAT to at least 90% and to increase the number of students scoring at the criterion level of 1110 (SAT) and 24 (ACT) to at least 70%
- Performance Objective 1c: Meet school progress state accountability standards in the area of academic growth and closing the gaps
- Performance Objective 1d: P-TECH students will be TSIA2 composite complete by the end of sophomore year
- Performance Objective 1e: Incorporate Student Research Projects district-wide to help students become college and career ready
- Performance Objective 1f: Prepare all students for college level rigor and readiness
- Performance Objective 1g: Disaggregate NWEA MAP data to help teachers better identify student weaknesses
- Performance Objective 1h: Utilize Eduphoria and NWEA MAP assessment data to help teachers better assess student performance
- Performance Objective 1i: Utilize WICOR Framework to better prepare all students for college, career, and military readiness and to promote higher-order thinking skills

Summative Evaluation: Academic performance will be a top priority for all RCISD community members

Activities/Strategies	Status	Person Responsible	Timeline	Resources/Allocation	Formative Evaluation
Determine objectives that students did not master in subject areas.		Teacher, IC, ESC Consultant	October each year	General Fund - ESC contracted services	Teacher list of identified weak objectives.
Teachers set individual student goals using Eduphoria and NWEA MAP data		Principal, Counselor, IC	Aug-'21 – May '22	General Fund - ESC contracted services	Sign in sheet
Use of the TEKS Resource Management System and Eduphoria test question banks to give all six week assessments		IC, Dean of Academics	Sept '21-May '22	None	Teacher reports.

Vertical alignment meetings between elementary and high school campuses to discuss methods and curriculum to address problem areas identified through NWEA MAP assessment results	Counselor, Elem. Principal, HS Principal, IC	Sept. '21-May '22	None	Sign in sheet of those attending.
Provide teachers with STAAR/EOC results for their students broken down by subgroups.	Counselor, Teachers	By the end of the 1 st six weeks 2021	None	Teacher sign-in sheet
Emphasize all areas of curriculum instead of primarily STAAR related areas during staff development, curriculum area meetings, and faculty meetings.	Principal, IC, Dean of Academics	Sept '21 -May-'22	None	Meeting agendas, teacher lesson plans.
All teachers will be encouraged to take advantage of STAAR/EOC workshops.	Principal, counselor, all teachers, IC	June '21-May '22	General Fund - ESC contracted services	Staff Development records
All teachers are trained on the ARD process including those who will administer STAAR Alt. 2	Principal, WCTSSA staff, counselor, teachers	In Service Aug. 2021	None	Sign in sheet of training.
Emphasize critical reading across the curriculum by incorporating research based skills into all subject areas.	IC, All teachers	Aug. '21- May '22	None	STAAR/EOC/NWE A MAP scores
Emphasize math across the curriculum by incorporating research based concepts in all classes where possible.	IC, All teachers	Sept. '21-May '22	None	STAAR/EOC/NWE A MAP scores
Emphasize student agency and urgency across the curriculum by training teachers on tools to motivate students to complete assignments on time.	IC, All teachers	Sept. '21-May '22	None	Missing/Late Grades/Reports
TEKS based lesson objectives will be reviewed	All subject area teachers	Aug '21 – May '22	None	Lesson plans
STAAR-Alternate 2 will be given to qualified special ed. students as identified by the ARD.	Counselor Special Ed. Teacher WCTSSA staff	March '21-May '22	None	Reports
Teachers will determine students' weak standards in grades 7-11 in order to plan for current grade level achievement	Teachers	Ongoing	None	Lesson plans, Data folders, Other data docs
8 th graders take Algebra 1 and Biology to allow increased opportunity for advanced classes in HS	Principal, counselor, math teachers, science teachers	Sept. '21-May '22	None	4 year plans

Incorporate problem-solving techniques across the curriculum through Blended Learning.		Teachers, ESC support personnel	Sept. '21-May '22	None	STAAR/EOC/NWEA MAP scores
Critical writing strategies will be used across the curriculum		Teachers	Aug. '21 - May '22	None	Teacher Assessment/STAAR/EOC Results
Provide accelerated instruction for college credit through WTC Summer Session		Principal, Counselor, Distance Learning facilitator, Technology Coordinator	June '22-July '22	Grant funds	Transcripts of students.
To increase scores on SAT/ACT, all students will take NWEA MAP to identify student problem areas and prep for tests during AVID		Counselor, AVID, Teachers	Aug. '21-May '22	Testing budget	SAT/ACT Results
Analyze results of PSAT prior to students taking ACT/SAT in order to identify strengths and weaknesses.		Counselor, Classroom teachers	Jan. '21	None	PSAT results and SAT/ACT Results
Provide qualifying students with fee waivers for taking ACT/SAT and notify them of the college application fee waiver.		Counselor	Aug. '21- May '22	None	Copies of fee waivers used
Provide information to students with disabilities about the ACT/SAT and TSIA 2.		Counselor	Aug. '21- May '22	None	Students test using accommodations
Pay for students to take the TSIA 2.		Counselor	Aug. '21- July '22	HS allotment	Test scores and requisitions
Use high school allotment funds to pay for DC classes, ACT/SAT fees, PSAT for all students to increase participation.		Dean of Academics, Counselor	Fall 2021	High School allotment funds	Copies of requisitions
Actively recruit highly qualified hispanic teachers to fill vacancies as possible.		Principal, Superintendent	April '21-July '21	None	Staffing records
Implement research based programs, as needed, to address needs of special population students.		Principal, Counselor, ESL Teachers, Special Education teachers	Aug. '21-May '22	State Comp - salaries	STAAR scores
TELPAS will be given to all ESL/ELL/LEP Students		Counselor ESL Coordinator	Mar '21	None	Reports
Coordinate with a bilingual teacher to help non-English speaking students understand curriculum content.		Teachers	Aug. 21 - May '22	None	Copies of translations

Google Translate is available on the computer to rewrite materials for LEP students.		Teachers	Aug. '21 - May '22	None	Copies of translations
Use the ELPS with our LEP students		Teachers	Aug. '21 - May '22	None	Lesson plans
Provide tutorials for failing students		Principal, counselor, all teachers	Sept. '21-May '22	None	Tutorials attendance lists
Professional development covers mandatory state requirements, as well as other areas identified		Superintendent, Principal, Counselor, IC	Aug. '21-May '22	ESC contracted services	Sign-in sheets of In-service and service records from ESC 14
Implement truancy guidelines by notifying Nolan County Justice of the Peace.		Principals, Assistant Principals, Secretary, PEIMS	Aug. '21 - May '22	None	Attendance Rate on AEIS
AYP information will be reviewed with teachers.		Assistant Superintendent	In Service Aug. '21	None	AYP Report
Incorporate the Internet and technology, such as Netpris, for virtual field trips to enhance the curriculum.		Teachers	Aug. '21-May '22	ESC contracted services	Teacher Assessment

Long Range Goal Area 2: Communication and parental involvement will be improved

Goal 5: Parents and community members will be partners in the improvement of the school

Performance Objective 2a: Inform parents of students' progress and behavior (6 weeks), and discipline as needed

Performance Objective 2b: Inform parents, students, and teachers of higher education opportunities including, financial aid and scholarships through scheduled parent meetings

Performance Objective 2c: Encourage parents to take opportunities to be involved in their students' education by being a part of available programs

Performance Objective 2d: Improve communication between all campuses, administration, faculty, staff, and community

Summative Evaluation: Compare parent participation and survey data to verify growth

<i>Activities/Strategies</i>	<i>Status</i>	<i>Person Responsible</i>	<i>Timeline</i>	<i>Resources/Allocation</i>	<i>Formative Evaluation</i>
Parents will be included as an integral part of the Site Based Decision Making Committee.		Principal	Sept. '21- May '22	General Fund	Attendance at meetings
Students will be appointed to be on the Site Based Committee.		Principal, Counselor, SBDM Committee	Sept. '21		Attendance at meetings
Site Based Committee Meetings will be held the first Monday of the month at the high school campus, with all campuses meeting together.		Superintendent, Principal, Counselor, SBDM Committee	1st Monday of each month - Sept. '21 - May '22		Minutes and agendas of meetings
Parent participation in ARD meetings will be promoted in order to continue the role of the parents' decision-making in their child's education.		WCTSSA.	Sept. '21- May '22		Documentation from ARD of who attended
Junior high and high school students will attend their ARD meeting when possible in order to be involved in the decisions made regarding their education.		WCTSSA, Principal, counselor	Sept. '21- May '22		Documentation from ARD of who attended
Open House will be held each fall, and notices will be mailed home to encourage greater parent participation.		Principal, Secretaries, Counselor, Teachers	Sep-'21	General Fund	Sign in sheet of those attending
Utilize student advisory councils to provide a voice, both positive and negative, addressing concerns to the chain of command.		Student council advisor, principal, student council representatives	Aug. '21- May '22		Reports of issues presented
Information will be made available in Spanish for parents that are non-English speaking.		Principal, counselor, Spanish teacher, ESL teacher	Aug. '21 - May '22		List of mailings
8th grade parents will be invited to a meeting to discuss requirements of the high school student personal graduation plan, information about P-TECH, and other college requirement planning.		Principal, Counselor	Spring '22	General Fund	Sign-in sheet, letter, and copy of agenda
Financial Aid Nights will be held during the year to inform parents about planning for higher education, financial aid, scholarships, loans, and grants.		Principal, Counselor, Panhandle Plains personnel	Sept-'22, Jan '22	RSSI Grant	Sign-in sheet, letter, and copy of agenda

Information will be posted for students informing them of ACT/SAT test dates, test review dates, financial aid information, college planning information, and scholarship application deadlines weekly.		Counselor, AVID	Monthly in AVID class	General Fund	Copies of information
Teachers will be advised during faculty meetings of the importance of ongoing parental communication.		Principal, all teachers	Aug. '21 - May '22		Call logs of teachers
Student participation in relevant community civic issues.		Teachers - social studies	Fall '21 - Spring '22		Copy of info.
Teachers will call parents when a student's attitude/behavior/performance is a concern to the teacher.		All teachers	Aug. '21 - May '22	None	Call logs of teachers

Long Range Goal Area 3: Improved Instructional Focus in Special Programs

Goal 6: Special programs will adapt to help each student meet or exceed state performance standards.

Performance Objective 3a: Identify LEP students and provide appropriate educational opportunities and services

Performance Objective 3b: Utilize special programs to enhance the education process for all students through: 1) Special Education, 2) 504, 3) Dyslexia, 4) At-Risk, 5) G/T, 6) Drug & Violence Prevention, 7) Crisis Intervention, 8) Pregnancy and Other sex related issues, 9) Technology, 10) Curriculum development, 11) Career and Technology Education (CTE), 12) Migrant, 13) Suicide Prevention 14) Discipline Management, 15) Guidance and Counseling, 16) Accelerated Instruction, 17) ESL

Performance Objective 3c: Ensure McKinney-Vento Migrant students are identified and provided with all educational opportunities and services, including the National School Lunch and Breakfast Programs

Performance Objective 3d: Show adequate yearly progress on TAPR for special populations of At-Risk students

Summative Evaluation: Special Program evaluations/PEIMS reports/Incident reports

Programs

Activities/Strategies	Status	Person Responsible	Timeline	Resources/Allocation	Formative Evaluation
Using the state dyslexia plan, identify students and provide proper intervention with research based programs.		Counselor, Teachers, Dyslexia Therapist	Sep-'21		STAAR Results
Continue service for dyslexic students that were identified in elementary through purchase of an appropriate research based program for junior high and high school Students.		Counselor, Principal, reading and English teachers	Sep-'21	ESC Funds, TMSFA	List of students using the program
Review and evaluate the plan for G/T identification, make changes if necessary, and provide identification as an on-going process.		Superintendent, Principals, G/T Coordinator, Counselors, Teachers	Sept. '21 - May '22	General Fund	Copies of nominations, testing, students identified.
Provide Advanced Academics program services for G/T students.		Superintendent, Principals, G/T Coordinator, Counselors, ESC14, G/T Teachers	Aug. '21 - May '22	ESC	Finished products of students and parent/teacher/student evaluations.
Provide training for all personnel on the ARD process and pre-referral system during In-Service		Principal, Counselor, W/CTSSA, Special Education teacher	In-Service Aug '21		Sign-in sheet of training
Keep the At-Risk plan updated through Ascender.		Counselor, Registrar	Sept.-'21– May '22	SCE Funds	Individual At-Risk Report
Enroll at risk students in remediation programs identified through their indicators.		Principal, Counselor	Aug'21 - May '22	SCE funds	Report cards and Transcripts
Continue the implementation of an on-site Alternative Education Program and Disciplinary Alternative Education Program.		Superintendent, Principal	Aug. '21 & May '22	SCE Funds	Budget allotment

Long Range Goal Area 4: Safe and Drug-Free Schools

Goal 7: The learning environment throughout the district will be safe, with all students, faculty and staff consistently involved in practicing good citizenship, demonstrating respect toward self and others and exhibiting a cooperative spirit.

Performance Objective 4a:

Provide yearly training on the Emergency Operations Plan to all employees.

Performance Objective 4b:

Provide yearly training on mental health trauma, physical health trauma to all employees.

Performance Objective 4c:

Provide training for staff through professional development in conflict resolution and discipline strategies, including classroom management, district discipline policies, and the student code of conduct

Performance Objective 4d:

Train teachers on violence prevention with focus on self-esteem, bullying prevention, and creating a nurturing classroom environment

Performance Objective 4e:

Train students, parents, and teachers on the prevention of dating violence and sex trafficking

Summative Evaluation: An overall summative evaluation comprising a general synopsis of all formative evaluation components.

Activities/Strategies	Status	Person Responsible	Timeline	Resources/Allocation	Formative Evaluation
Review the records of students involved in violence or drug use, either on or off campus prior to the yearly SDFSC.		Principal, Counselor, PEIMS Co-Coordinator	Jun- '21		PEIMS report
Provide information for all special programs including: Special Education, 504, At Risk, G/T, ESL, Migrant, CTE, etc. to staff, students, and parents in the student handbook.		Principal, Counselor, Teachers	Fall 2021	General fund	Copy of handbook
Provide a parent meeting for all Migrant parents at the beginning and the end of the school year.		Migrant aide, Principal, ESL personnel, ESC 14	Sept. '21 & May '22	Compensatory funds	Sign-in sheet of attendance
Prevent bullying by providing presentations on conflict management and bullying awareness to grades 7-12.		Counselor, AVID Teacher	Jan '22	?	Schedule and sign-in sheet of students attending program
Provide abstinence programs for students.		Principal, Counselor, WTCSSA Consultant	Nov. - Dec. '21	SCE Funds	Sign in sheet of students attending

Continue the DARE program for students in grade 7.		Deputy, Principal, Counselor	Sept. '21 – Nov. '21	Nolan County Sheriff's Office	Schedule of classes and evaluation info from students
Participate in Red Ribbon week activities.		Principal, Counselor	Oct., '21	?	Copy of activities done
Continue staff development on the district's Dating Violence Policy including prevention, response, and intervention.		Counselor, ESC 14	Fall 2021	General Funds	Schedule
Continue student presentations that address dating violence including - sexual harassment; sexual violence; bullying; alleged perpetrators and victims.		Counselor, ESC 14	Fall 2021	General Funds	Schedule
Observe the National Teen Dating Violence Awareness and Prevention month using materials from the "Healthy Teen Dating" organization.		Administrators, Counselor	Feb. '22	General Funds	Schedules of presentations and evaluation forms.
Provide prevention through PEP regarding pregnancy, parenting, and other sexually relevant information.		Superintendent, Principal, Counselor, PEP Consultant	Aug. '21- May '22	SCE Funds	Students served list
Provide faculty with updated information and procedures for emergency response to critical incidents.		Principal, Asst. Principal, School Nurse	In-Service Aug. '21		Sign-in sheet of teachers attending
Provide information to all teachers concerning campus discipline policies, student code of conduct, classroom management		Principal, Asst. Principal	In-Service Aug. '21		CKH sign-in sheet

Long Range Goal Area 5: Technology

Goal 8: Teachers will be provided resources and training to utilize technology for effective instructional use

Performance Objective 5a:

Issue technology to each student and teacher for instructional use

Performance Objective 5b:

Provide staff development training on technology to enhance the learning of all students and incorporate higher-order thinking skills

Summative Evaluation: An overall summative evaluation comprising a general synopsis of all formative evaluation components.

Activities/Strategies	Status	Person Responsible	Timeline	Resources/Allocation	Formative Evaluation
The Technology Committee will review the technology plan and make changes as necessary.		Principals, Superintendent, Technology Coordinator, Computer teachers	Ongoing		Technology plan
Continue to maintain and update Cyber Security		Technology Coordinator	Aug '21 – July '22		Technology plan
Continue to update technology and internet access to the Internet in all classrooms.		Superintendent, Principal, Technology Coordinator	Summer 2022	General fund - Technology fund	Check internet connections in each room.
Provide on-going staff development as needed for use of technology and internet.		Superintendent, Principal, Technology Coordinator	Aug. '21 & May '22	General Fund	Sign-in sheet of training
Train staff and students in Cyber Security.		Principal, Technology Coordinator	July & August '22	General Fund	Technology, Computers