

# **Newton High School**



## **School Improvement & Action Plan**

**September 2011 Revision**

**2011-2012**



*Newton  
High School*

# School Improvement Plan

## Cover Page

<b>School Name:</b>	<u>Newton High School</u>	<b>School System:</b>	<u>Newton County</u>
<b>Name of Principal:</b>	<u>Dr. Craig Lockhart</u>	<b>School Year:</b>	<u>2011-12</u>

**Title I: School-Wide Program**                      YES                      **Targeted Assistance:**                      NO

**Needs Improvement Status: Year:** 1 2 3 4 5 6 7

### Sanctions Implementing 2010 - 11:

- School Improvement Plan (School Improvement Plans will be submitted to LEA for approval September 2010)
- Choice
- Supplemental Services
- Corrective Action
- Restructuring

**Principal's Signature:** \_\_\_\_\_  
**Title I Director's Signature:** \_\_\_\_\_  
**Superintendent's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_  
**Date:** \_\_\_\_\_  
**Date:** \_\_\_\_\_

# **Newton High School School Improvement Plan**

**School Improvement Team  
2011-12**

**Dr. Craig Lockhart, Principal**

**Chairperson: Ms. Debbie Stephens, AP for Curriculum & Instruction**

**Mr. John Ellenberg, AP, Testing Coordinator**

**Dr. Sandra Owens, AP, Freshman Academy, ALANHS**

**Mr. Tracey Curtis, AP, Student Affairs, Discipline**

**Mr. Darrel Daniel, Math Department Chair**

**Ms. Shandelyn Carter, Language Arts Department Chair**

**Ms. Shannon Buff, Social Studies Department Chair**

**Ms. Kia James, ALANHS Coordinator**

**Mr. Nilesh Patel, Science Department Chair**

**Ms. Jacqueline Mattison, Physical Education Department Chair**

**Ms. Karina Grewe, Humanities Department Chair**

**Ms. Debra Lary, CTAE Department Chair**

**Ms. Carla Peck, Special Education Department Chair**

**Ms. Francene Breakfield, Lead Counselor**

**Ms. LaKeshia Mills, Title I Parent Contact & Program Liaison**

**Ms. Carla Hull, AP Coordinator**

**Ms. Katrina Stanfield, Academic Coach**

**Ms. Cate Etheridge, Graduation Coach**

**Mr. Evern Williams, 21<sup>st</sup> CCLC Coordinator**

**Ms. Cindye Jones, Home School Facilitator**

**Ms. Monique Huggins, Administrative Assistant**

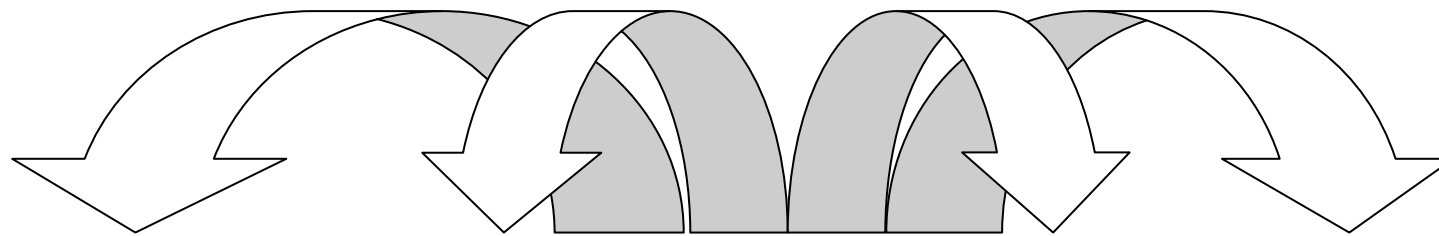
**Ms. Valarie Brown, Registrar**

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# Newton High School's Vision for Success

**Our vision for Newton High School is that it is a safe and secure place where student learning is paramount - a place where teachers demonstrate a genuine concern for students, always treating them with respect and dignity. We envision a dynamic learning community that is rich with professional learning for teachers that will drive student achievement through enhanced instructional methods. The framework for this vision is based on the following four overarching goals for success:**



## **Increased Student Achievement**

- Research-Based Instructional Strategies
- Building Background Knowledge
- Technology Integration

## **More Effective Teaching**

- Develop highly operational professional learning communities in which teachers share best practices and utilize common and formative assessments.

## **Highly Qualified Teachers**

- All students will be taught by highly-qualified teachers.

## **A Safe, Drug-Free Learning Environment**

- Provide a safe environment which is conducive to learning.

# *Student Success*

## **RAMS** **Ready, Able, and Motivated to Succeed** *Vision & Purpose Statement* *Newton High School*

*“In support of the District’s stated vision to provide educational excellence for all students, it is the vision of Newton High School to focus all its resources on providing every child every chance to succeed (teaching for learning for all ).”*

### *Beliefs:*

- 1. Students learn. What they learn is our concern.*
- 2. Responsible citizenship demands enlightened participation.*
- 3. Quality instruction and high expectations for student achievement are responsibilities of teachers.*
- 4. The pursuit of education requires a safe, well-structured and stimulating environment.*
- 5. Students should be prepared for lifelong learning.*
- 6. Self-reliance and cooperation can be taught.*
- 7. Educational research should be monitored in the effort to improve instruction.*
- 8. Parents have a crucial role in forming students’ attitudes.*
- 9. Every student should have an opportunity for self-improvement.*

**Newton High School  
School Improvement Plan**

# **Goals & Objectives**

**2011 - 2012**

**Identified Goals for Improvement: Improve Graduation Rate As Measured By AYP**

**Annual Measurable Objective(s): From 84% (2011) To >90% (2012); Particular focus will be on the SWD Subgroup whose graduation rate was 47.3% in 2011.**

**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): This Objective Applies To All Sub-Groups**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF  Monitoring of Intervention (Artifacts)	EVALUATION  Evidence of Impact (Student Learning Data)
Ensure proper coding of all student withdrawals to prevent inaccurate reporting	August 2011			Ms. V. Brown Ms. S. Sicurella Ms. C. Etheridge	Bi-weekly review of withdrawal codes	Discrepancy rate
Ensure that all students are properly classified on FTE reports	October 2011			Ms. V. Brown Ms. S. Sicurella API SpEd Chair	Audit SIS files to ensure proper student classification	Discrepancy rate
Identify students at-risk of graduating and refer to Graduation Coach in order to develop individual intervention plans	November 2011	-GHSGT Study Guides -Saturday Prep Classes -USA Test Prep -AIMSWeb -NovaNet BASI, Key Train & GHSGT review		Ms. C. Etheridge Design Team All Counselors	Analysis of Graduation Coach's progress reports	Improvement in students' grades as reported on weekly progress reports and end of grading period results
Attend conferences that focus on dropout prevention	Year long	Possible conferences: RESA, National At-Risk Youth conference	Approx. \$5000 based on funding	Design Team	Agendas, presentations	Redelivery and possible implementation of best practices for dropout prevention

<p><b>Create a parent resource center to provide parents with the tools and resources to help their student succeed. (conflict resolution, study skills, academic resources, planning for their student's senior year, planning for college or technical school, completing FAFSA forms, etc.)</b></p>	<p><b>January 2012</b></p>	<p><b>Computers, Career Resources. College Board College Planning Series, Woodburn Press Series Handbooks, Study Skills tools, and academic resources.</b></p>	<p><b>\$2500 Title I Perkins Local Possible Grants</b></p>	<p><b>Principal Counselors Title I Contact Graduation Coach Home-School Facilitator</b></p>	<p><b>Parent sign-in log  Parent attendance at workshops  Surveys</b></p>	<p><b>Graduation Rate  Number of students attending post-secondary options  Increased Parent Participation</b></p>
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**Identified Goals for Improvement: Improve GHSGT/EOCT Mathematics Scores As Related to AYP (GHSGT Benchmark for Math in 2012 is 84%)**

(Reference: Newton County School District's NCLB Performance Goals 1 & 2)

**Annual Measurable Objective(s): Improve GHSGT 2011 student success rate from 76% in 2011 to 84% in 2012. Improve Math I EOCT student success rate from 33% in 2011 to 50% in 2012. Improve Math II EOCT student success rate from 36% in 2011 to 50% in 2012.**

**The target groups for this initiative are Black, White, SWD, and Economically Disadvantaged.**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Identify at-risk students through AIMSWeb software, student grades, and formative/benchmark assessments	August- November 2011	AIMSWeb training	\$4500	Principal RtI Coordinator	-Analysis of benchmark testing of students - AIMSWeb data -Review of EOCTs	Rate of student progress on formative and benchmark testing

<p>Ensure all math teachers implement standards-based classrooms by using:</p> <ul style="list-style-type: none"> <li>-research based instructional practices</li> <li>-building background knowledge</li> <li>-technology integration</li> </ul>	<p>August 2011</p>	<p>ThinkGate Software &amp; Data Analysis Calculators iPads ActivBoards</p>		<p>Mr. Daniel Ms. Stanfield Math teachers Design Team</p>	<p>Math teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</p>	<p>Student/teacher progress will be monitored by school leadership</p>
<p>Ensure math teachers implement best practices and develop common assessments in professional learning communities</p>	<p>August 2011</p>	<p>ThinkGate Software &amp; Data Analysis</p>		<p>Mr. Daniel Ms. Stanfield Math teachers Design Team</p>	<p>Math teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</p>	<p>Student/teacher progress will be monitored by teacher, class, and individual student</p>
<p>Use instructional Focus (IF) time to provide additional interventions and support to students at-risk of failing</p>	<p>August 2011</p>	<p>ThinkGate Software &amp; Data Analysis EOCT workbooks</p>		<p>Mr. Daniel Ms. Stanfield Math teachers Design Team</p>	<p>Math teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</p>	<p>Student/teacher progress will be monitored by teacher, class, and individual student</p>
<p>Hire academic coach to monitor effective teaching practices</p>	<p>July 2011</p>	<p>Coach</p>	<p>Teacher salary based on T &amp; E</p>	<p>Principal</p>	<p>Math teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</p>	<p>Student success rates as measured by class grades and standardization tests.</p>

<b>CTAE and CTI teachers will utilize Key Train to provide additional math remediation to identified 11<sup>th</sup> graders</b>	<b>August 2011</b>	<b>Key Train Software</b>		<b>Ms. Lary CTAE Teachers Ms. Stephens</b>	<b>--Pre and post diagnostic assessments --analysis of math GHS GT scores</b>	<b>Student success rate will be measured by the percentage of students who meet or exceeds proficiency on the math GHS GT.</b>
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**Identified Goals for Improvement: Improve GHSGT/EOCT English Language Arts Scores As Related to AYP (GHSGT Benchmark for ELA in 2012 is 93.9%)**

(Reference: Newton County School District's NCLB Performance Goals 1 & 2)

**Annual Measurable Objective(s): Improve GHSGT 2011 student success rate from 94% in 2011 to 96% in 2012. Improve 9<sup>th</sup> Grade Literature EOCT student success rate from 81% in 2011 to 85% in 2012. Improve American Literature EOCT student success rate from 86% in 2011 to 90% in 2012.**

**The target groups for this initiative are Black, White, SWD, and Economically Disadvantaged.**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Identify at-risk students through AIMSWeb software, student grades, and formative/benchmark assessments	August- November 2011	AIMSWeb training	\$4500	Principal RtI Coordinator	-Analysis of benchmark testing of students - AIMSWeb data -Review of EOCTs	Rate of student progress on formative and benchmark testing
Ensure all ELA teachers implement standards-based classrooms by using: -research based instructional practices -building background knowledge -technology integration	August 2011	ThinkGate Software & Data Analysis iPads ActivBoards		Ms. Carter ELA teachers Design Team	ELA teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations	Student/teacher progress will be monitored by school leadership

<b>Ensure ELA teachers implement best practices and develop common assessments in professional learning communities</b>	<b>August 2011</b>	<b>ThinkGate Software &amp; Data Analysis</b>		<b>Ms. Carter ELA teachers Design Team</b>	<b>ELA teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</b>	<b>Student/teacher progress will be monitored by teacher, class, and individual student</b>
<b>Use instructional Focus (IF) time to provide additional interventions and support to students at-risk of failing</b>	<b>August 2011</b>	<b>ThinkGate Software &amp; Data Analysis EOCT workbooks</b>		<b>Ms. Carter ELA teachers Design Team</b>	<b>ELA teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</b>	<b>Student/teacher progress will be monitored by teacher, class, and individual student</b>
<b>Improve authentic literacy in all classrooms</b>	<b>October 2011</b>	<b>Reading classrooms Classroom libraries 25 Books Campaign</b>	<b>Classroom library costs</b>	<b>Ms. Carter Ms. Mills Ms. James Leadership Team NHS</b>	<b>ELA teachers will provide PLCs agenda, minutes, lesson plans; formal and informal observations</b>	<b>Student success rates as measured by class grades and standardization tests.</b>

**Identified Goals for Improvement: Improve overall student success rate on the GHSWT**  
 (Reference: Newton County School District's NCLB Performance Goals 1 & 2)

**Annual Measurable Objective(s): Improve student success rate from 94% (2011) to 95% (2012).**

**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS TAKING THE GHSWT - Writing**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Continue Writing Across the Curriculum Initiative	September 2011	Guidelines provided by the LA Department	\$150 for Copying Paper	Ms. Carter ELA Teachers	Analysis of Student Writing Samples in non- LA courses	Student improvement measured by teacher assessment of work
Instruct LA teachers to incorporate more curriculum emphasis on style, writing conventions, and sentence forms	September 2011	TBD	TBD	Ms. Carter ELA Teachers	Analysis of student work	Test Performance
Schedule SWD students who will be 1 <sup>st</sup> time test takers in ELA during the Fall Semester	March 2011 For 2011 -12 school year			Case load teachers & counselors	Student Schedules	Test Performance

**Identified Goals for Improvement: Improve overall student success rate on the GHS GT Science Test and Biology EOCT**

**Annual Measurable Objective(s): Improve GHS GT 2011 student success rate from 95% in 2011 to 96% in 2012. Improve Biology EOCT student success rate from 63% in 2011 to 65% in 2012.**

**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS TAKING THE GHS GT - Science**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Science Department will incorporate academic success initiative that includes regularly scheduled progress monitoring exams in Physical Science.	August 2011	ThinkGate Software & Data Analysis		Mr. Patel Science teachers	Analysis of progress monitoring exam scores of students & correlation to GPS	Rate of student progress on PMEs.
Science Department will incorporate academic success initiative that includes regularly scheduled progress monitoring exams in Biology.	August 2011	ThinkGate Software & Data Analysis		Mr. Patel Science teachers	Analysis of progress monitoring exam scores of students & correlation to GPS	Rate of student progress on PMEs.

**Identified Goals for Improvement: Improve SAT and ACT scores for 2012**

**Annual Measurable Objective(s): Improve SAT scores from 1276 (2011) to 1550 (2012) and ACT scores from 17.5 (2011) to 22 (2012).**

<b>Actions/Strategies/ Interventions</b>	<b>Timeline for Implementation</b>	<b>Needed Professional Development/ Resources</b>	<b>Estimated Costs and Funding Sources</b>	<b>Person(s) Responsible</b>	<b>MEANS OF Monitoring of Intervention (Artifacts)</b>	<b>EVALUATION Evidence of Impact (Student Learning Data)</b>
Locate and train students who will take the PSAT/SAT/ACT in two-week “boot camp” sessions during IF	August 2011	SAT/ACT test prep workbooks		Leadership Team Counselors SAT Prep Teachers	Administer weekly practice tests	Measure progress of student performance
Saturday or Evening Preparatory Classes .	November 2011		\$4000 to pay for study guides and teacher compensation for Saturday instruction. (If funds are available)	School Admin. All Counselors Carla Hull	Track which students are registering for the SAT and ensure they have been properly counseled	Have students provide evidence of completing online or other practice sessions.
Encourage all students to meet with counselors prior to taking test for pre-test advisement.	August 2011			All Counselors	Counselors’ Log	Student Performance
Implement a “Tools for College Success” course to provide ACT test prep	January 2011	50 to 100 ACT Workbooks @ \$19.95 each	\$1000 to \$2000	API Math/ELA Chairs School Admin. Counselors	Practice Tests	Measure progress of student performance

Utilize USA Test Prep and NovaNet for SAT/ACT review & practice	January 2011	Based on number of NovaNet seats available		Math/ELA Chairs Counselors API	Practice Tests	Measure progress of student performance
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**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): The primary area of concern is African-American, Students With Disabilities, and Economically Disadvantaged Subgroups.**

**Identified Goals for Improvement: Decrease Ninth Grade Retention Rate To Less than 13%**  
 (Reference: Newton County School District's NCLB Performance Goals 1 & 2)

**Annual Measurable Objective(s):** Decrease 9<sup>th</sup> grade retention rate from 15% in 2010 to less than 13% in 2011 through the following initiatives:

**Improve EOCT scores as follows:**

- Ninth Grade Literature – From 74% in 2011 to >77% in 2012
- Math I – From 33% in 2011 to >50% in 2012
- Biology I – From 63% in 2011 to >55% in 2012
- 9<sup>th</sup> Grade Literature- From 81% in 2011 to 85% in 2012

**Closely Monitor Attendance Rate**

-9<sup>th</sup> Grade AP will review weekly attendance report and contact parents if a student has more than 5 unexcused absences

**Academic Performance**

-9<sup>th</sup> Grade AP and Graduation Coach will review academic performance of all ninth graders after each reporting period and contact parents if student is failing a grade.

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): **ALL NINTH GRADERS**

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF  Monitoring of Intervention (Artifacts)	EVALUATION  Evidence of Impact (Student Learning Data)
Have Math I teachers incorporate initiatives that include regularly scheduled progress	August 2011	ThinkGate Software & Data Analysis		Mr. Daniel API	Math I teachers will provide monthly progress reports	Student/teacher progress will be monitored by teacher, class, and individual student

<b>monitoring exams, remediation, &amp; counseling for proper placement in Math I.</b>						
<b>Intervention with At-Risk Students by Graduation Coach</b>	<b>August 2011</b>			<b>Ms. Etheridge</b>	<b>Monthly Report</b>	<b>Success of Individual Students</b>
<b>Utilize the HP Computer Lab to engage students with more technology assisted learning and remediation</b>	<b>August 2011</b>	<b>Online Biology Labs, USA Test Prep, Key Train</b>		<b>Mr. Patel Science Dept.</b>	<b>Documentation of computer lab usage (time sheet)</b>	<b>Performance on EOCT/Pass Rate</b>
<b>Science Department will incorporate academic success initiative that includes regularly scheduled progress monitoring exams in Physical Science.</b>	<b>August 2011</b>	<b>ThinkGate Software &amp; Data Analysis</b>		<b>Mr. Patel Science teachers</b>	<b>Analysis of progress monitoring exam scores of students &amp; correlation to GPS</b>	<b>Rate of student progress on PMEs.</b>
<b>Create a parent resource center to provide parents with the tools and resources to help their student succeed. (conflict resolution, study skills, academic resources, planning for their student's senior year, planning for college or technical school, completing FAFSA forms, etc.)</b>	<b>January 2011</b>	<b>Computers, Career Resources. College Board College Planning Series, Woodburn Press Series Handbooks, Study Skills tools, and academic resources.</b>	<b>\$2500 Title I Perkins Local Possible Grants</b>	<b>Principal Counselors Title I Contact Graduation Coach Home-School Facilitator</b>	<b>Parent sign-in log Parent attendance at workshops Surveys</b>	<b>Graduation Rate Number of students attending post-secondary options Increased Parent Participation</b>

**Identified Goals for Improvement: MAINTAIN A SAFE AND ORDERLY ENVIRONMENT**

(Reference: Newton County School District's NCLB Performance Goal 4)

**Annual Measurable Objective(s):** -School Safety Plan will be updated to reflect a broader awareness of potential threats to students.  
 -School Culture and Climate will improve due to enhanced internal and external communication efforts.

**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS**

<b>Actions/Strategies/ Interventions</b>	<b>Timeline for Implementation</b>	<b>Needed Professional Development/ Resources</b>	<b>Estimated Costs and Funding Sources</b>	<b>Person(s) Responsible</b>	<b>MEANS OF Monitoring of Intervention (Artifacts)</b>	<b>EVALUATION Evidence of Impact (Student Learning Data)</b>
Revise the School Safety Plan and train faculty on the plan	August 2011			Principal Mr. Ellenberg SRO	Safety Plan Document	Effectiveness of emergency drills: Evacuation - <3min Lockdown - <30 sec
Hire a Home School Facilitator (HSF) to enhance communication efforts internally and externally for the school	August 2011	HSF	Salary for HSF	Principal	Websites, signs, posters, surveys, newsletters, notices, publications, School Messenger	Evaluation of communication efforts
Organize a leadership retreat that focuses on the overall governance and organizational structure of Newton High School	Summer 2012	Site TBD	Depending on cost	NHS Leadership Team	Proof of attendance	Redelivery and implementation of best practices for increased student achievement and more effective teaching

**Identified Goals for Improvement: All Students Will Be Taught by Highly Qualified Teachers**  
 (Reference: Newton County School District's NCLB Performance Goal 3)

**Annual Measurable Objective(s):** By the end of 2011- 12 school year all teachers will be considered highly qualified

**Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years):** ALL TEACHERS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Establish employment priorities that target teacher candidates who are certificated and highly qualified	July 2011		\$500 for travel to job fairs	Principal A.P.s Ms. Sanders Dr. Carpenter	Allotment Documents	Percentage of teachers certified as highly qualified
Monitor the Title IIA Remediation Plans of those teachers who hold NT certificates or are not HiQ for any other reason	August 2011 October 2011 January 2012 Mar 2012			Principal API	Title IIA Reports	Percentage of teachers certified as highly qualified