

ESC Region #:	4
LEA Name:	Houston Can!
County-District #:	101-812

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## Highly Qualified Teacher Continuous Improvement Plan 2007-2008

### Definitions

**Strategies/Activities** - Strategies and activities to be implemented to meet the goal and objectives listed.

**Objective Met** – Select the objective(s) from the list that the strategy/activity addresses.

**Person(s) Responsible** - Personnel by position needed to implement activity.

**Target Completion Date** - Date that strategy/activity will be complete.

**Measurable Evidence of Improvement** - Qualitative and/or quantitative measures of improvement.

**Goal:** To meet the 100% highly qualified teacher requirements by the end of 2007-2008.

**All objectives must be addressed in the plan.**

**Objective 1** - Increase the percentage of highly qualified core academic subject area teachers on each campus to 100%.

**Objective 2** - Increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to 100%.

**Objective 3** - Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100%.

**Objective 4** - Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers.

**Objective 5** – Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to 100%.

**Objective 6** - Attract and retain highly qualified teachers.

**Objective 7** - Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

Strategies/Activities	Objective(s) Met <i>(Multiple boxes may be checked.)</i>	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
1. Develop and maintain Campus Highly Qualified Teacher Continuous Plan that is up to date through routine campus level submission of Highly Qualified data.	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	Assistant Superintendent  HR Staff  District Specialists	Documentation of 100% of all teaching staff as Highly Qualified.  Documentation of staff development for all staff including staff development catalog and	10-16-07 and updated as necessary to meet standards
2. Implement a Compensation Plan including HQ financial support and		Campus Administration		

<p>incentives with salary supplements and a graduated pay scale for HQ.  3. Ensure all staff have access to staff development that targets best practices, highly qualified trainers, research based curriculum/strategies, student achievement and student needs across a broad spectrum.  4. Resubmit data to TEA to update district Highly Qualified status as status changes.</p>		<p>TAP  Campus Staff</p>		
Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
<p>1. Reconstitution of unsuccessful Math, Science and Reading/ELA departments.  2. Implement a Compensation Plan including HQ financial support and incentives with salary supplements and a graduated pay scale for HQ status.  3. Ensure all staff have access to staff development that targets best practices, highly qualified trainers, research based curriculum/strategies, student achievement and student needs across a broad spectrum.  4. Resubmit data to TEA to update district Highly Qualified status as status changes.</p>	<p><input checked="" type="checkbox"/> Objective 1  <input checked="" type="checkbox"/> Objective 2  <input checked="" type="checkbox"/> Objective 3  <input checked="" type="checkbox"/> Objective 4  <input checked="" type="checkbox"/> Objective 5  <input checked="" type="checkbox"/> Objective 6  <input checked="" type="checkbox"/> Objective 7</p>	<p>Assistant Superintendent  HR Staff  District Specialists  Campus Administration  TAP  Campus Staff</p>	<p>Documentation of 100% of all teaching staff as Highly Qualified.    Documentation of staff development for all staff including staff development catalog and</p>	<p>10-16-07</p>
<p>1. Work individually with non-</p>	<p><input checked="" type="checkbox"/> Objective 1</p>	<p>Assistant Superintendent</p>	<p>Documentation of 100% of all teaching</p>	<p>10-16-07 and</p>

<p>Highly Qualified teachers to determine an individualized plan to ensure he/she meets the HQ standard within 90 days.</p> <p>2. Notify non Highly Qualified staff members of the need to become Highly Qualified, the avenues to do so and the expected timeline of completion.</p> <p>3. Follow up monthly with non-Highly Qualified staff for status report/update.</p> <p>4. Resubmit data to TEA to update district Highly Qualified status as status changes.</p>	<input checked="" type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	<p>HR Staff</p> <p>District Specialists</p> <p>Campus Administration</p> <p>TAP</p> <p>Campus Staff</p>	<p>staff as Highly Qualified.</p> <p>Documentation of staff development for all staff including staff development catalog and</p>	<p>updated as necessary to meet standards</p>
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			

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Did the LEA address all seven objectives in this plan?     Yes     No

The Highly Qualified Continuous Improvement Plan submission is due to the Division of NCLB Program Coordination by **December 15, 2007**. If you have any questions, contact Heather Christie at (512) 463-9374 or [heather.christie@tea.state.tx.us](mailto:heather.christie@tea.state.tx.us).