



CAMPUS IMPROVEMENT PLAN

Harmony Science Academy-Austin

2017-2018

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Comprehensive Needs Assessment: Summary of Priority Needs

<i>Need #</i>	<i>DEMOGRAPHICS</i>
1.1	Create a more defined SST/RTI program to support at risk students. (Goal 1)
1.2	Teacher aides or co-teaching environments for younger grades as well, not just testing grades (Goal 1)

<i>Need #</i>	<i>STUDENT ACHIEVEMENT</i>
2.1	*We need interventionist and tutors especially for core subject areas* (Goal 1)
2.2	*We need to utilize Special Education teachers and ESL support staff along with other services as needed* (Goal 1)
2.3	Non-testing grades NEED MORE INTERVENTION help. If younger students, K-2, receive intervention help at an earlier time during the developmental stages it would make learning much easier for them when they get to testing grades. (Goal 1)
2.4	Students are over-tested with tests that teachers feel, according to the staff survey, are not beneficial or accurately reflect student achievement. Most teachers feel that STAAR and Topic Assessments accurately reflect what students have actually achieved. (Goal 1)

<i>Need #</i>	<i>SCHOOL CULTURE & CLIMATE</i>
3.1	*We need trainings and workshops to minimize discipline and classroom management issues * (Goal 4)
3.2	*We need to increase the number of students who participate in physical activities to maintain physical well-being* (Goal 4)
3.3	We need to provide more extra-curricular activities, clubs, after school programs and contest opportunities to students (Goal 6)
3.4	Improvement in school lunches (Goal 4)
3.5	School wide attention getter with sound (like the old “peace”) (Goal 4)
3.6	Dress code and discipline consistency for students (Goal 4)
3.7	Overall consistency and clear expectations for staff (Goal 4)

<i>Need #</i>	<i>STAFF QUALITY, RECRUITMENT AND RETENTION</i>
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4.1	*Our staff will be provided professional development programs or related services to meet HQ requirements or to better serve students* (Goal 2)
4.2	We need mentor teachers to support new teachers in our campus (Goal 2)
4.3	We need to find incentives and ways to retain teachers. (Goal 2)
4.4	Foster parent involvement through welcoming activities and events throughout the year to build a relationship with the teachers, making teachers more effective (Goal 3)
4.5	The administration needs to be more open to implementing teacher suggestions and grievances, while also being more positive. (Goal 2)
4.6	Hire more experienced teachers and have teachers follow through with expectations such as communicating with parents, completing paperwork on time, and being more positive. (Goal 2)
4.7	Foster camaraderie through beginning and ongoing group bonding activities (Goal 2)

<i>Need #</i>	<i>CURRICULUM, INSTRUCTION, AND ASSESSMENT</i>
5.1	*We need coaches who will guide/train teachers to support curriculum implementation* (Goal 2)
5.2	* We need testing and other instructional materials to support curriculum* (Goal 1)
5.3	Pacing expectations thwart reteaching for content mastery (Goal 1)
5.4	Reduce Excessive testing to increase instructional time (Goal 1)
5.5	We need to revise/ rethink benchmarks as tools for monitoring growth (Goal 1)

<i>Need #</i>	<i>FAMILY AND COMMUNITY INVOLVEMENT</i>
6.1	*We need to revise our school parental involvement policy and parent compact* (Goal 3)
6.2	Make the volunteer process easier and less intimidating (paperwork) (Goal 3)
6.3	Use incentives to promote parental involvement (Goal 3)

<i>Need #</i>	<i>SCHOOL CONTEXT AND ORGANIZATION</i>
7.1	*We need to create extra learning time for students who perform poorly such as afterschool and Saturday tutoring and summer school* (Goal 1)
7.2	We need to create activities and events to increase motivation of staff, parents and students (Goal 2)
7.3	We believe block scheduling would enhance learning effectiveness; Class sizes need to be limited and not exceed room capacity. (Goal 2)

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	1)
7.4	Communication with parents needs to be followed through on to really create the required synergy. (Goal 3)
7.5	We need more consistency from Central Office regarding curriculum; District assessments are not effective as teachers have no input and there are too many testing days. (Goal 1)
7.6	Recess is extremely important and cannot be considered optional; Quality of Cafeteria food is extremely important and affects students' ability to learn. (Goal 4)
7.7	Teacher concerns are heard but not implemented which leads to high turnover rate. (Goal 2)

<i>Need #</i>	<i>TECHNOLOGY</i>
8.1	*We need educational software and hardware for students and staff along with training to utilize them effectively* (Goal 5)
8.2	We need to better utilize technology to communicate with parents about student progress (Goal 3)
8.3	We need one-to-one devices in more classrooms (Goal 5)

CAMPUS IMPROVEMENT PLAN

Vision

The vision is to enable students to succeed in school, in the workplace, and to provide options for students to enter math, science, and engineering careers. This will lead to students becoming productive and responsible citizens and even Nobel laureates.

Mission

Harmony's mission is to prepare each student for higher education by providing a safe, caring, and collaborative atmosphere featuring a quality, student-centered educational program with a strong emphasis on science, technology, engineering, and math (STEM).

Core Values

We believe that excelling in math and science prepares youth to succeed in college, the workplace, and the 21st century. Harmony schools demonstrate that, with a high-quality program and the right social and emotional supports in place, all students, regardless of racial or economic background, can achieve outstanding results. Harmony has developed a set of core values that inform and guide the organization in all aspects—from the classroom to the central office—and contribute to a consistent, results-oriented culture across all regions and schools.

Harmony Core Values:

- High Expectations: Every student will learn and grow into a successful and productive citizen.
- Dedicated Staff: We do whatever it takes to help our students reach their goals.
- Working Together: Our students, parents, and staff work in harmony to create a strong community of success.
- Character Matters: We guide our students to value integrity, show respect, and be responsible.
- STEM for All: Every student will graduate with a strong understanding and appreciation of STEM and how it connects to the real world.

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School Profile

Provide school profile and describe briefly the programs at your campus.

DEMOGRAPHICS	# of Students in 2016-17	% of Students in 2016-17	# of Students in 2015-16	% of Students in 2015-16	# of Students in 2014-15	% of Students in 2014-15
Total	595	100	576	100	403	100
Econ. Disadvantaged	552	93	496	86	332	82.4
LEP	368	61.8	345	59.8	216	53.5
SPED	42	7	42	7.2	28	6.9
GT	38	6.3	33	5.7	22	5.5
MALE	321	54	325	56.4		
FEMALE	274	46	251	43.5		
NATIVE	0	0	0	0	1	.2
ASIAN	21	3.5	21	3.5	17	4.2
BLACK	56	9.4	50	8.7	39	9.7
WHITE	31	5.2	17	2.9	27	6.7
HISPANIC	487	81.8	479	82.6	314	77.9

Campus Improvement Council (CIC)

This plan has been developed through the collaborative efforts of campus stakeholders and will be monitored periodically for effectiveness according to a schedule and system established by the Campus Improvement Council. Campus Improvement Council (CIC) is led by the Principal and may include Assistant Principals, Federal Programs Coordinators, Teachers, Students, Parents, Business Partners, Community reps, etc.

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HARMONY PUBLIC SCHOOLS GOALS

Goal #1 Student Achievement and Post–Secondary Success: HPS-District will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Goal #2 Recruitment, Development, and Retention of Highly Qualified Staff: HPS-District will employ, develop and retain highly qualified staff to maximize learning for all students.

Goal #3 Parent and Community: HPS-District will work jointly with parents and the community to maximize learning for all students through two-way communication, collaborative partnerships and unity of purpose.

Goal #4 Safe Schools: HPS-District strives to ensure a safe, healthy, and orderly environment conducive to learning for all students and staff.

Goal #5 Technology: HPS-District will utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Goal #6 Extracurricular Programs: HPS-District will give students the opportunity to expand their knowledge in the subject of their interest beyond curriculum level.

TEN COMPONENTS OF A SCHOOL WIDE TITLE I CAMPUS

1. Conduct a comprehensive need assessment of the school based on student performance. (*CNA Summary*)
2. Reform Strategies: Utilize scientifically researched based reform strategies which strengthen the core academic program in the school and increase the amount and quality of learning time, such as providing before/after school programs and help provide an enriched and accelerated curriculum, address the needs of all children but particularly the needs of low achieving children and those at risk, and determine how the school will measure if these needs are being met. (*Strategies and Action Steps*)
3. Ensure that all instructional staff is highly qualified. (*HPS-GOAL #2*)
4. In accordance with Section 1119, provide opportunities for professional development with resources provided under this part, and to the extent possible, from other sources, for teachers, Area Superintendents, and paraprofessionals, including, if appropriate, pupil services personnel, parents, and other staff, who work with participating children in programs under this section or in a regular education program. (*HPS-GOAL #2*)
5. Develop strategies to attract high quality and highly qualified teachers to high need schools and high need areas. (*HPS-GOAL #2*)
6. Develop Strategies to increase parental involvement. (*HPS-GOAL #3*)

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7. Pre-school transition *(Not Applicable)*
8. Provide opportunities for teachers to be involved in the decision regarding the use of assessments described in order to provide information on and to improve the achievement of individual students and the overall instructional program. *(HPS-GOAL #1)*
9. Describe opportunities that will be provided to students who experience difficulty mastering any of the State's standards required by Section 1111. Students will be provided with effective, timely and additional assistance. This assistance must include measures to ensure that the student's difficulties are identified on a timely basis and provide sufficient information on which to base effective assistance. *(HPS-GOAL #1)*
10. Coordinate and integrate Federal, State, and Local services and programs, including programs supported under this Act such as violence prevention programs, nutrition programs, Head Start, adult education, vocational and technical education, and job training. *(HPS-GOAL #1 & GOAL #4)*

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- Goal #1:** The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language. *(HPS-GOAL #1)*
- Goal #2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics. *(HPS-GOAL #1)*
- Goal #3:** The students in the public education system will demonstrate exemplary performance in the understanding of science. *(HPS-GOAL #1)*
- Goal #4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies. *(HPS-GOAL #1)*

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective 1:** Parents will be full partners with educators in the education of their children. *(HPS-GOAL #3)*
- Objective 2:** Students will be encouraged and challenged to meet their full educational potential. *(HPS-GOAL #1)*
- Objective 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. *(HPS-GOAL #1)*
- Objective 4:** A well-balanced and appropriate curriculum will be provided to all students. *(HPS-GOAL #1)*
- Objective 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society. *(HPS-GOAL #6)*
- Objective 6:** Qualified and highly effective personnel will be recruited, developed, and retained. *(HPS-GOAL #2)*
- Objective 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards. *(HPS-GOAL #1)*
- Objective 8:** School campuses will maintain a safe and disciplined environment conducive to student learning. *(HPS-GOAL #4)*
- Objective 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques

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as appropriate to improve student learning. (*HPS-GOAL #2*)

Objective 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (*HPS-GOAL #5*)

STRATEGIC PLANNING GOALS, OBJECTIVES and ACTION STEPS

Goal 1: The School will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Objective 1.1: Increase the achievement level at Level II: Satisfactory Academic Performance in the following subjects (check all that apply) in STAAR assessment:

All Students:

Reading by **1%** Math by **0.5%** Writing by __% Science by __% Social Studies by __%

African-American, Hispanic and Econ. Disadv. Populations:

Reading by **2%** Math by **1%** Writing by __% Science by __% Social Studies by __%

LEP students:

Reading by **2%** Math by **1%** Writing by __% Science by __% Social Studies by __%

Special Education programs

Reading by **2%** Math by **1%** Writing by __% Science by __% Social Studies by __%

	Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	* Utilize Tutors, Interventionists, Instructional Contract Services and other support personnel to provide consistent assistance to all students in need with push in, pull out, during, after, before school, or Saturdays including Accelerated Instruction*	1, 2, 8, 9	Principal, Asst. Princ.,	Title I, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results, Intervention Binders	Benchmark Results, STAAR/EOC Results	2.1, 7.1
B	*Purchase testing materials, educational software and other supplemental instructional materials for STAAR Remediation and improving student performance including Special Education, ESL and at-risk students*	1, 2, 8, 9	Principal, Asst. Princ., Teachers	Title I, Title III, IDEA B, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results	STAAR Test	5.2

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C	*Utilize Special Education teachers and related Instructional Contract Services to maximize the learning of students with special needs.*	1, 2, 8, 9	Principal, Asst. Princ., SPED Coordinator	IDEA B, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results	Reports	2.2
D	*Utilize Title III interventionists and related Instructional Contract Services to enhance LEP students' performance.*	1, 2, 8, 9	Principal, Asst. Princ., ESL Coordinator	Title III, General Fund, SCE	Yearly	Test scores, Mock Test results, Benchmark results	Benchmark Results, STAAR Test	2.2
E	Create a more defined SST/RTI program to support at risk students.	1, 2, 8, 9	Principal, Asst. Princ., SPED Coordinator, Interventionists	General Fund, SCE	Yearly	# of students in each tier and progress monitoring	NWEA Map Rtl tracking paperwork	1.1
F	Utilize interventionists, Sp.Ed., ESL, and Teacher Aides as effectively and efficiently as possible - TA's in Kindergarten - Scheduling so the same kids are not pulled out by multiple different resources	1, 2, 8, 9	Principal, Asst. Princ., Interventionists, Sp.Ed. Coord, ESL Coord	Title III, SCE	Yearly	Staff schedules, intervention logs	Number of students being served increases	1.2
G	Class Sizes: Cap 6-8th at 29 Cap 4-5 at 26 Cap K-3 at 25 Cap PK at 22		Principal, Central Office	N/A	Yearly	Student enrollment	Enrollment	7.3
H	Scheduling - Involve volunteer teachers to create a master schedule that best supports the needs of all grade levels.	8	Principal, Asst. Princ.	N/A	Yearly			7.3
I	Encourage teachers to send feedback regarding curriculum requirements and testing calendars	8	Principal, Asst. Princ.	N/A	Yearly			7.5

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to Central Office through their Curriculum Coaches							
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Goal 2: The School will employ, develop and retain highly qualified staff to maximize learning for all students.

Objective 2.1: Provide professional development opportunities for teachers and staff.

Objective 2.2: Recruit and retain highly qualified teachers and staff for all students.

	Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Provide professional development opportunities to teachers and staff using contracted services*	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	Certificate of completion, attendance logs	Teacher evaluation	4.1
B	*Utilize cluster coaches for mentoring, supporting and training teachers*	1, 2, 3, 4, 5	Principal, Asst. Princ.,	Title II, General Fund	Yearly	TES,	Evaluation,	5.1
C	Train administrators on job interview skills and organize job fairs - Admins trained on Haberman interview process	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	Activity calendar, attendance logs	Evaluation	4.1
D	Utilize mentor teachers and department chairs for onboarding new teachers and teachers in need of assistance - Mentor program - Peer Observation program - Training for the Mentors/Dpt. heads so they are better able to support their teachers with consistency	1, 2, 3, 4, 5	Principal, Asst. Princ.	Title II, General Fund, SCE	Yearly	Mentor assignment lists, meeting schedules	Evaluation	4.2
E	Hold meetings, social events and team building activities with faculty to increase morale and improve school environment; improve teacher	1, 2, 3, 4, 5	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Events, activities, activity calendar	Surveys	7.2 4.3 4.7

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	retention <ul style="list-style-type: none"> - Increase visibility of Sunshine Committee - Currently sunshine committee is reaching out but not getting much back--maybe incorporating this into a convo with mentor teachers/dpt. heads. 						
F	Incorporate committees for areas of interest that affect whole staff such as: <ul style="list-style-type: none"> - mentorship committee - discipline committee - scheduling committee - dismissal committee - safety committee - sunshine committee - SST (student success team) committee All staff required to participate on at least 1 committee.	5, 8, 10	Principal, Asst. Princ., Teachers & Staff	N/A	Yearly	Meeting agendas	4.5 7.7



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Goal 3: The School will work jointly with parents and the community to maximize learning for all students through two-way communication, collaborative partnerships and unity of purpose.

Objective 3.1: Provide volunteer opportunities for students and parents at school and in the community.

Objective 3.2: Enhance communication, collaboration, and involvement among the staff, parents, and community to support the students.

	Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	<p>*Provide opportunities at school for parents to participate in academic and social events with their children*</p> <ul style="list-style-type: none"> - Use Wednesday mail, website, newsletters, email to increase communication - Encourage teachers to schedule home visits to all, especially economically disadvantaged students. - Provide other programs to parents such as Homeroom parents, Hundred community service hours, MOUs with Businesses and Colleges - Make the volunteer process easier and less intimidating (paperwork) - Use incentives to promote parental involvement 	1, 2, 6	Principal, Asst. Princ.,	Title I, III, SCE, General Fund	Quarterly	Activity calendar	Survey	6.1 6.2 6.3 4.4 7.4 8.2

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<ul style="list-style-type: none"> - Communication with parents needs to be followed through on to really create the required synergy. - We need to better utilize technology to communicate with parents about student progress 							
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Goal 4: The School strives to ensure a safe, healthy and orderly environment conducive to learning for all students and staff.

Objective 4.1: Provide staff development regarding discipline and classroom management issues.

Objective 4.2: Provide a coordinated health program to encourage students to participate physical activities.

Objective 4.3: Provide a safe school environment for all students and staff.

Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A *Provide staff development in safe schools and enforce a school safety program that addresses conflict management, bullying, suicide prevention, discipline management, violence prevention and intervention methods.*	1, 2, 10	Principal, Asst. Princ., Teachers	Title I, Title II, SCE, General Fund	Yearly	Activity calendar	Reports	3.1
B *Help students track and evaluate their fitness assessment data and ensure that they participate in moderate to vigorous physical activity *	1, 2, 10	Physical Education Staff	SCE, General Fund	Yearly	Participation rate of physical activities	Fitness assessment data	3.2
C Improve school lunches to improve the students' health and reduce waste. <ul style="list-style-type: none"> - Provide feedback to district office regarding quality of catering company - Purchase healthier snacks for STAAR, After School, Saturday School 	1, 2, 10	Principal, Asst. Princ.,	SCE, General Fund	Yearly			3.4 7.6

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	- Creating a healthy snack policy for campus snacks							
D	Implement school wide attention getter, dress code consistency, discipline consistency; overall consistency and clear expectations for staff. - Stanton work on Attn Getter (Peace call?) - All Staff consistently enforce discipline policies including dress code. - Teacher Expectation Guidelines	1, 2		General Fund				3.5 3.6 3.7

Goal 5: The School will utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Objective 5.1: Ensure that all students and staff utilize technology as a tool for learning.

	Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Purchase technology devices (document camera, laptop, chromebook, etc.) and educational software to maximize learning and teaching.*	1, 2, 4, 9	Principal, Asst. Princ., Teachers	Title I, SCE, General Fund	Yearly	Inventory, Invoices	STAAR Results, Benchmarks	8.1 8.3
B	*Provide staff development on integration of technology in instructional and administrative programs*	1, 2, 4, 9	Principal	Title I, II, SCE, General Fund	Yearly	Annual PD Plan	Attendance Roster,	8.1

Goal 6: The School will give students the opportunity to expand their knowledge in the subject of their interest beyond curriculum level.

Objective 6.1: Increase number of student enrolled in extracurricular programs offered by the school.

Objective 6.2: Have students complete projects and join competitions and contests.

	Strategies and Action Steps	Title I Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
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A	Ask teachers to offer variety of clubs and contract with organizations to offer programs at school <ul style="list-style-type: none"> - Contract programs at cost for student involvement (Karate, Legos, mad science, musical instrument teachers) - Boy scouts/Girl Scout Programs - 	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets		3.3
B	Encourage students to participate in various competitions. Math Counts, Math League, Science Fairs, I-SWEEEP, Science Olympiad, Robotics, UIL, etc. Mentorship Programs - 3-5th grade Science Fair	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets	Awards	3.3

2017-2018 BUDGET

Title I, Title II, Title III, IDEA-B, and State Compensatory Education (SCE)

Program/Service	Budget Amount	FTEs	Program/Service	Budget Amount	FTEs
Title I Part A			State Compensatory Education		
Payroll – Instructional Support	\$180734	3	Payroll – Instructional Support	\$180733	3
Instructional Contract Services	\$1		Instructional Contract Services	\$1	
Instructional Supplies	\$1		Instructional Supplies	\$1	
Total	\$180736		Total	\$180735	
Title II Part A			Carer & Technology (CTE)		
Payroll – Instructional Support	\$0	0	Payroll – Instructional Support	\$0	0
Instructional Contract Services	\$1		Instructional Contract Services	\$0	
Instructional Supplies	\$0		Instructional Supplies	\$0	
Total	\$0		Total	\$0	
Title III Part A			Gifted & Talented (GT)		

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Payroll – Instructional Support	\$109075	3	Payroll – Instructional Support	\$8396	1
Instructional Contract Services	\$1.00		Instructional Contract Services	\$0	
Instructional Supplies	\$1.00		Instructional Supplies	\$1	
Total	\$109077		Total	\$8397	
IDEA B Formula			Bilingual Education		
Payroll – Instructional Support	\$78534	2	Payroll – Instructional Support	\$0	0
Instructional Contract Services	\$1		Instructional Contract Services	\$0	
Instructional Supplies	\$1		Instructional Supplies	\$0	
Total	\$78536		Total	\$0	
High School Allotment					
Payroll – Instructional Support	\$0	0	Instructional Supplies	\$0	
Instructional Contract Services	\$0		Total	\$0	
Please fill out each highlighted cell.					

APPENDIX A
STUDENT ACHIEVEMENT DATA