



CAMPUS
CONTINUOUS IMPROVEMENT PLAN
School of Science and Technology Alamo

Campus Number: 015827002

2018-2019

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The summary of the outcome of the Comprehensive Needs Assessment

1.1	*We need dropout prevention strategies for at risk students*
1.2	*We need to identify, monitor and address homeless/migrant/at risk needs.*
1.3	*We need to increase overall enrollment in each campus.*
1.4	Enforce attendance policy to raise attendance to at least 97.5%
1.5	More in-depth monitoring of at-risk students and interventions.
1.6	Consider the racial/ethnic profile of the staff compared to that of students.

2.1	*Interventionist and tutors are needed in core subjects.*
2.2	*Special Education teachers and ESL support staff are needed to maximize the learning of all students.*
2.3	*Students and parents need to be informed about career opportunities.*
2.4	We need consistency in documentation and collaboration to discuss academically at-risk students.
2.5	We need an early warning system that provides timely information about students who are academically at risk.
2.6	Counselors to help students deal with personal issues that may interfere with academic success.
2.7	Workshops for teachers to increase classroom management and teaching skills.

3.1	*Trainings and workshops are needed to minimize discipline and classroom management issues.*
3.2	*There is a need to increase the number of students participating in physical activities to maintain physical wellbeing.*
3.3	*Extra-curricular activities, clubs, after school programs and contest opportunities are needed.*
3.4	We need more funding to provide team-building activities and teacher incentives, and employee celebrations.
3.5	Trainings and workshops are needed to minimize discipline and classroom management issues.
3.6	Create School Culture and Climate teams (SCCT) to be led by Principal aligned with ESSA

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4.1	*We need to find ways to increase our staff retention rate and reduce attrition.*
4.2	*We have many teachers with no experience and we need to help them through mentoring, workshops and professional development/trainings with ILT and professional learning committees (PLC)*Aligned with Equity Plan ESSA*
4.3	*We need to find ways to get our teachers certified through our STEP program and grants* Aligned with Equity Plan ESSA*
4.4	*We need to focus more on our teacher mentor program and restructure the areas that are not working by implementing our Instructional Leadership Teams (ILT)* Aligned with Equity Plan ESSA*
4.5	We need a District provided high-quality induction and mentoring program informed by research.
4.6	We need to help new/inexperienced teachers through mentoring, workshops and trainings.
4.7	We need to identify, train, and provide incentives for teachers to serve in leadership roles.
4.8	We need to focus more on our teacher mentor program and restructure the areas that are not working.
4.9	We need to train our ineffective teachers about effective teaching methods.

5.1	*Instructional leadership teams (ILT) and Professional Learning Committees (PCL) are needed to guide/train teachers for curriculum implementation and effective teaching* Aligned with Equity Plan ESSA*
5.2	*High school curriculum should support postsecondary success which is a priority for our campus.*
5.3	We need trainings and workshops to implement curriculum better
5.4	We need more differentiated curriculum that supports all students' needs
5.5	We need more funding to hire coaches who will guide/train teachers to support curriculum implementation
5.6	More funding needed to hire more aides so that teachers have more time to crunch data and adjust curriculum as needed.
5.7	More ongoing professional development opportunities needed concerning curriculum.

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6.1	* Campus parental involvement policy must be evaluated and revised with parents.*
6.2	*Emphasize the effect of students' success to with our families and with involvement of parents in the review of the Parent Compact annually.*
6.3	Increase parental involvement and find ways to attract parents to be volunteers in our district, especially in 6-12 grades.
6.4	Emphasize the effect of parental involvement in students' success to our families
6.5	We need to have one person or committee in charge of parent involvement.

7.1	*We need to create extra learning time for students at risk and low performing; such as after school and Saturday tutoring and summer school*
7.2	*Emphasize the effect of parental and family engagement in students' success to our families, with involvement of parents and community in the review and updating of the Parent and Family engagement policies and goals annually.*
7.3	We need to visit campuses more often to support teachers and staff
7.4	We need a school counselor on every campus.
7.5	We need to create activities and events to increase motivation of staff, parents and students

8.1	*Educational software and hardware are needed for students and staff along with training to utilize them effectively.* Aligned with Equity plan and ESSA
8.2	We need trainings about how to utilize technology effectively
8.3	We need to have stronger bandwidth to increase internet speed
8.4	We need training and more support with skyward database.
8.5	We need a technology training program for students that teaches appropriate use and accountability.
8.6	We need to have stronger wifi accessibility and reliability throughout the campus.

IMPROVEMENT PLAN

Vision

The vision of School of Science and Technology is to prepare students for academic success in their future education, enable students to have a broad spectrum of options for their future endeavors, and prepare them to be responsible and productive citizens.

Each child has an inherent curiosity and love of learning; and each has a unique intelligence, capability, and learning style. With this in mind, we will create a student-teacher-parent/guardian triad. Our students will strive toward their highest levels of capability with an education addressing their individual learning styles, thus fostering within them a life-long love of learning.

Mission

Our mission is to create a safe and healthy learning environment that nurtures, motivates, and enables our elementary, middle school, and high school youth to develop into mindful and responsible people who contribute to their community and to the diverse society in which we all live. Our program is characterized by the cooperative presence and unified support of caring families, businesses, as well as educational and civic groups, with whom our students will interact. Our instruction guides students through development of creative and critical thinking and learning skills, and enables them to apply these skills through cooperative and interactive instruction in the core curricular areas.

Core Values

We believe that excelling in math and science prepares youth to succeed in college, the workplace, and the 21st century. School of Science and Technology 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. School of Science and Technology 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.

School of Science and Technology 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 School of Science and Technology 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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Per federal statute, the DIP must be “developed in consultation with teachers, principals, administrators, and other appropriate school and district personnel, and with parents of children in schools served under the district.” ([Elementary and Secondary Education Act](#), Section 1112[d][1]).

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective 1:** Parents will be full partners with educators in the education of their children. *(SST-GOAL #3)*
- Objective 2:** Students will be encouraged and challenged to meet their full educational potential. *(SST-GOAL #1)*
- Objective 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. *(SST-GOAL #1)*
- Objective 4:** A well-balanced and appropriate curriculum will be provided to all students. *(SST-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. *(SST-GOAL #6)*
- Objective 6:** Qualified and highly effective personnel will be recruited, developed, and retained. *(SST-GOAL #2)*
- Objective 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards. *(SST-GOAL #1)*
- Objective 8:** School campuses will maintain a safe and disciplined environment conducive to student learning. *(SST-GOAL #4)*
- Objective 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. *(SST-GOAL #2)*
- Objective 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. *(SST-GOAL #5)*
- Objective 11:** The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students. *(SST-GOALS #1 & #5)*

TEA'S STRATEGIC PRIORITIES

- Goal #1:** Recruit, Support, and Retain Teachers and Principals. *(SST-GOAL #2)*
- Goal #2:** Building A Foundation of Reading and Math. *(SST-GOAL #1)*
- Goal #3:** Connect High School to Career and College. *(SST-GOAL #1)*

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

Goal #4: Improve Low-Performing Schools. (SST-GOAL #1)

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 Approaches Grade Level or above in the following subjects (check all that apply) in STAAR:

All Students:

Reading by 1% Math by 1% Writing by 1% Science by 1% Social Studies by 1%

African-American, Hispanic and Economically Disadvantaged Populations:

Reading by 1% Math by 1% Writing by 1% Science by 1% Social Studies by 1%

LEP students:

Reading by 1% Math by 1% Writing by 1% Science by 1% Social Studies by 1%

Special Education programs

Reading by 1% Math by 1% Writing by 1% Science by 1% Social Studies by 1%

Objective 1.2: Provide a rigorous high school program to achieve post-secondary success by offering Advanced Placement (AP), CTE, and dual credit courses.

	Strategies and Action Steps	ESSA 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, Title IV	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 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, Title IV, IDEA B, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results	STAAR Test	5.2
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

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

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	Enroll students in AP, CTE and dual credit courses to attain post-secondary success.	1, 2, 8, 9,11	Principal, Asst. Princ., College Counselor	CTE, High School Allotment, SCE, General Fund,	Yearly	College Readiness Benchmarks, Course Enrollment	College Readiness	5.3
F	Establish and operate a Program Advisory Committee and conduct CTE Program Evaluation.	1, 2, 8, 9,11	Community Members, Administrators, CTE Teachers	CTE, High School Allotment, SCE, General Fund,	Yearly	Parent, Teacher and Admin Surveys	CTE Program Evaluation	5.3
G	We need consistency in documentation and collaboration to discuss academically at-risk students & we need an early warning system that provides timely information about students who are academically at risk.	1, 2, 8, 9,11	Principal, Asst. Princ., SPED Coordinator, ESL Coordinator	Title I, Title III, IDEA B, SCE, General Fund	Quarterly	Academic meetings to discuss academically at-risk students	Test scores, Mock Test results, Benchmark results, quarterly grades	2.4, 2.5

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	ESSA 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* We need to help new/inexperienced teachers through mentoring, workshops and trainings.	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	Certificate of completion, attendance logs	Teacher evaluation	4.1, 4.9, 5.7, 4.6
B	*Utilize cluster Instructional Leadership Team (ILT) for mentoring, supporting and training teachers.* *We need to focus more on our teacher mentor program and restructure the areas that are not	1, 2, 3, 4, 5	Principal, Asst. Princ.,	Title II, General Fund	Yearly	TES, Staff surveys, ILT data	Evaluation,	5.1, 4.4

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

	working by implementing our Instructional Leadership Teams (ILT)* Aligned with Equity Plan ESSA*							
C	Train administrators on job interview skills and organize job fairs	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, *We need to focus more on our teacher mentor program and restructure the areas that are not working by implementing our Instructional Leadership Teams (ILT)* Aligned with Equity Plan ESSA*	1, 2, 3, 4, 5	Principal, Asst. Princ.	Title II, General Fund, SCE	Yearly	Mentor assignment lists, meeting schedules	Evaluation	4.2, 4.5, 4.8
E	Hold meetings, social events and team building activities with faculty to increase morale and improve school environment. We need to visit campuses more often to support teachers and staff.	1, 2, 3, 4, 5	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Events, activities, activity calendar	Surveys	7.2, 7.3
F	Consider the racial/ethnic profile of the staff compared to that of students & make sure students and parents are informed about career opportunities.*	1, 2, 3, 4, 5	Principal, Asst. Princ.	SCE, General Fund	Yearly	Job fairs/interviews open to all applicants	Demographic data	1.6, 2.3
	We need more funding to provide team-building activities and teacher incentives, and employee celebrations.	1, 2, 3, 4, 5	Principal, Asst. Princ.	SCE, General Fund	Yearly	Activity calendar, Committees created	Staff Surveys	3.4
G	*We need to find ways to get our teachers certified through our STEP program and grants* Aligned with Equity Plan ESSA*	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Semi-annually	Distribute STEP documents & guidelines	Number of STEP applicants & grants increases	4.3, 4.7
H	More funding needed to hire more aides so that teachers have more time to crunch data and adjust curriculum as needed	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	More teacher aides added to staff	Staff surveys, increase in number of data meetings	5.6

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

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	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Provide opportunities at school for parents to participate in academic and social events with their children* as well as find ways to attract parents to be volunteers in our district, especially in 6-12 grades	1, 2, 6	Principal, Asst. Princ.,	Title I, III, SCE, General Fund	Quarterly	Activity calendar	Survey	6.1, 6.3, 6.5
B	Use Wednesday mail, website, newsletters, email, School of Science and Technology (SST) voly platform to increase communication and involvement. Emphasize the effect of parental involvement in students' success to our families	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Newsletters	Surveys, Volunteer Leader Board	6.1, 6.4, 7.5
C	Encourage teachers to schedule home visits to all, especially economically disadvantaged students.	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Home visit logs	Activity Report	6.1
D	Provide other programs to parents such as Homeroom parents, Hundred community service hours, MOUs with Businesses and Colleges	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Activity calendar	Activity Report	6.1
E	*We need dropout prevention strategies for at risk students along with more in-depth monitoring of at-risk students and interventions.*	1, 2, 6	Principal, Asst. Princ.	Title I, III, SCE, General Fund	Yearly	Communication with SST high school	Dropout data that tracks SST Alamo students in H.S.	1.1, 1.5

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

F	*We need to increase overall enrollment in each campus.*	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Calendar of community advertising events	Full waiting list, full enrollment	1.3
G	Enforce attendance policy to raise attendance to at least 97.5%	1, 2, 6	Principal, Asst. Princ., Teachers, Front office	SCE, General Fund	Quarterly	Set plan to offer incentives & enforce consequences re: attendance	Attendance data shows at least 97.5% rate	1.4
	Emphasize the effect of students' success to with our families and with involvement of parents in the review of the Parent Compact annually.	1, 2, 6	Principal, Asst. Princ	SCE, General Fund	Yearly	Hold Parent Compact meeting	Sign-in sheets, submitted reports	6.2

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	ESSA 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

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

C	Enroll students in Character Education classes that provide awareness of sexual abuse and dangers of drugs, alcohol, and tobacco.	1, 2, 10	Principal, Asst. Princ.,	SCE, General Fund	Yearly	Course schedule	Reports	3.1
D	*We need to identify, monitor and address homeless/migrant/at risk needs.*	1, 2, 10	Principal, Asst. Princ., Front Office, Teachers	Title I, Title II, SCE, General Fund	Semi-Annually	PD trainings on homeless, migrant/at risk, identify students that are in this category	Report that shows the needs of ID'd students are being met	1.2
E	Counselors to help students deal with personal issues that may interfere with academic success.	1, 2, 10	Principal, Asst. Princ.	Title I, Title II, SCE, General Fund	Yearly	Hiring a counselor	Higher test scores, fewer referrals for personal issues	2.6, 7.4
F	Workshops for teachers to increase classroom management and teaching skills.	1, 2, 10	Principal, Asst. Princ.	SCE, General Fund	Yearly	PD training on campus and ESC	Fewer behavioral office referrals	2.7, 3.5
G	Create School Culture and Climate teams (SCCT) to be led by Principal aligned with ESSA	1,2,10	Principal	SCE, General Fund	Yearly	Create SCCT's	Student & Staff Surveys	3.6

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	ESSA 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
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, 8.2, 8.4

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

C	We need to have stronger bandwidth to increase internet speed as well as reliable wifi throughout the campus.	1, 2, 4, 9	Principal, IT	Title I, II, SCE, General Fund	Yearly	Increased budget for more bandwidth and servers	Faster internet speeds on campus	8.3, 8.6
D	We need a technology training program for students that teaches appropriate use and accountability.	1, 2, 4, 9	Principal, Asst. Princ., Teachers, IT	Title I, II, SCE, General Fund	Yearly	Trainings throughout school year	Fewer incidences of inappropriate use	8.5

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	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	Ask teachers to offer variety of clubs and contract with organizations to offer programs at school	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets	Increased club offerings and participation	3.3
B	Encourage students to participate in various competitions. Math Counts, Math League, Science Fairs, I-SWEEEP, Science Olympiad, Robotics etc.	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets	Awards	3.3
C	We need more differentiated curriculum and matching funds that supports all students' needs	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	More PBL learning opportunities, ample resources for teachers to expand on curriculum,	Increase in number of projects that require work beyond curriculum level, Increased academic based club	5.4, 5.5

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

					more academic based clubs	offerings and participation	
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2018-2019 Federal and State Programs Budget

Program/Service	Budget Amount	FTEs	Program/Service	Budget Amount	FTEs
Title I Part A (Fund Code: 211; Intent Code: 30) Title IV A (Fund Code: 289; Intent Code: 24)			Carer & Technology (CTE) (Fund Code: 420; Intent Code: 22)		
Payroll – Instructional Support	\$67,115	1.34	Payroll – Instructional Support	\$0	0
Instructional Contract Services	\$1		Instructional Contract Services	\$0	
Instructional Supplies	\$1		Instructional Supplies	\$0	
Total	\$67,117		Total	\$0	
Title II Part A (Fund Code: 255; Intent Code: 24)			Special Education (Fund Code: 420; Intent Code: 23)		
Payroll – Instructional Support	\$9,220	0.18	Payroll – Instructional Support	\$134,618	2.69
Instructional Contract Services	\$1		Instructional Contract Services	\$1	
Instructional Supplies	-		Instructional Supplies	\$1	
Total	\$9,221		Total	\$134,620	
Title III Part A (Fund Code: 263; Intent Code: 25)			Bilingual Education (Fund Code: 420; Intent Code: 25)		
Payroll – Instructional Support	\$3,348	0.07	Payroll – Instructional Support	\$12,314	0.25
Instructional Contract Services	\$1.00		Instructional Contract Services	\$1	
Instructional Supplies	\$1.00		Instructional Supplies	\$1	
Total	\$3,350		Total	\$12,316	
IDEA B (Fund Code: 224; Intent Code: 23)			Compensatory Education (Fund Code: 420; Intent Code: 30)		

SCHOOL OF SCIENCE AND TECHNOLOGY ALAMO

Payroll – Instructional Support	\$49,592	0.99	Payroll – Instructional Support	\$135,234	2.70
Instructional Contract Services	\$1		Instructional Contract Services	\$1	
Instructional Supplies	\$1		Instructional Supplies	\$1	
Total	\$49,594		Total	\$135,236	
Gifted & Talented (GT) (Fund Code: 420; Intent Code: 21)			High School Allotment (Fund Code: 420; Intent Code: 31)		
Payroll – Instructional Support	\$8,090	0.16	Payroll – Instructional Support	\$	0
Instructional Contract Services	\$1		Instructional Contract Services	\$0	
Instructional Supplies	\$1		Instructional Supplies	\$0	
Total	\$8,092		Total	\$0	
Please fill out each highlighted cell.					