



# Campus Improvement Plan Lucyle Collins Middle School 2011 – 2012

*LCMS*

**Lake Worth Independent School District  
DISTRICT VISION/MISSION STATEMENT**

**Our Vision**

Lake Worth Independent School District will create an educational experience that inspires and empowers educators and students to be extraordinary.

**Our Mission**

The mission of the Lake Worth Independent School District is to enthusiastically provide for all students a high quality instructional program in a caring, positive, safe environment.

With commitment and dedication, we will lead each student to excel academically, physically, emotionally and socially, so that each will become a dynamic member of society.

The Board of Trustees, District staff, families, community members and students will create an interactive, responsible learning community focused on student success.

**UNITED WE EDUCATE, TOGETHER WE GROW**

**CAMPUS IMPROVEMENT TEAM (CIT)  
2011-2012**

Kathy Harmon, Principal  
Suzanne Boyington, Assistant Principal

**Teacher Representative**

Cathleen Arnold  
Eva Goins  
Cheryl Mostyn

**Non-Teaching Representatives**

Samantha Yocom-Secretary  
Wanda Leslie-Nurse  
Peggy Jackson-Para-professional

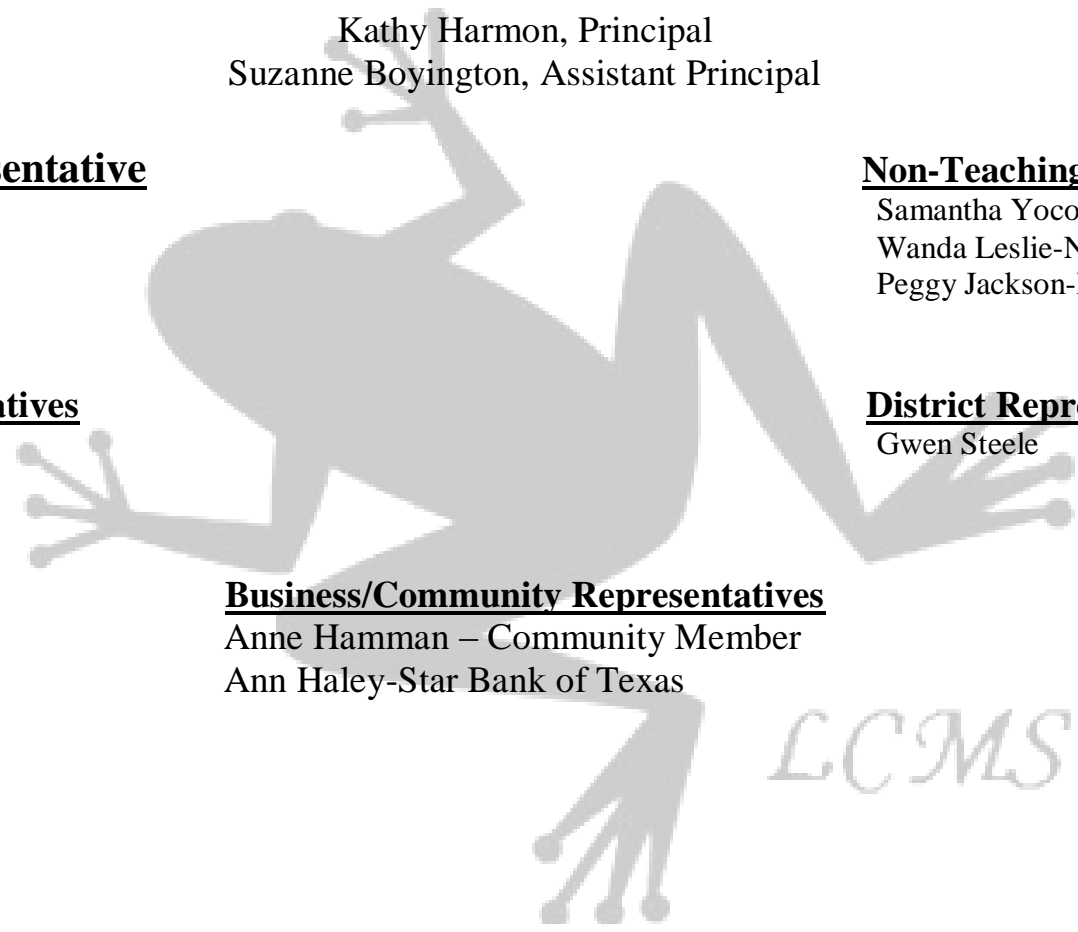
**Parent Representatives**

**District Representative**

Gwen Steele

**Business/Community Representatives**

Anne Hamman – Community Member  
Ann Haley-Star Bank of Texas



LCMS

Nondiscrimination Notice: Lake Worth ISD does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973, as amended.

**Introduction**

Lucyle Collins Middle School spent the first part of the 2006-2007 school year sharing a campus with Howry MS. Lucyle Collins Middle School opened its doors for the first time in November of 2006 as a 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade campus. For the first two years LCMS was predominately Hispanic with a high At-Risk population and a high Economically Disadvantaged population. Lake Worth Independent School District changed grade configurations in its elementary schools for the 2008 – 2009 school year. Howry MS became an Intermediate school with 5<sup>th</sup> and 6<sup>th</sup> grade students and LCMS became a 7<sup>th</sup> and 8<sup>th</sup> grade campus. This changed our student population into what it is currently. Our enrollment has remained the same doubling our 7<sup>th</sup> and 8<sup>th</sup> grade students. The campus offers special education to those students who qualify. Other intervention programs include gifted and talented, ESL, an additional math class for those students who did not pass TAKS math, tutorials are offered individually by teachers as needed and an ACCEPT program that centers on living in a peaceful world.

**Mathematics**

Math TAKS scores continue to improve but the African American population are an area of concern. Student schedules will continue to provide additional instruction time to help fill in areas of weakness. 7<sup>th</sup> (2009) 68% (2010) 64% (2011) 67% 8<sup>th</sup> (2009) 74% (2010) 72% (2011) 76%

**Reading/Writing**

The Campus TAKS scores for Reading decreased in the 7<sup>th</sup> grade and remain consistent at the 8<sup>th</sup> grade level. Vocabulary development will continue to be an emphasis with our ESL students. 7<sup>th</sup> (2009) 74% (2010) 80% (2011) 75% 8<sup>th</sup> (2009) 83% (2010) 90% (2011) 91%

The Writing TAKS scores decreased compared to last year's scores. We will continue to offer our Writing camp prior to the Writing TAKS test. Our district curriculum, C-SCOPE, will give students more opportunity to practice writing in all core subjects on a regular basis throughout the year.  
7<sup>th</sup> (2009) 86% (2010) 90% (2011) 76%

**Science**

Science TAKS scores decreased from last year. Our district curriculum provides a more focused science curriculum and supportive, connected hands on activities.  
8<sup>th</sup> (2009) 59% (2010) 70% (2011) 66%

**Social Studies**

Social Studies TAKS scores remained consistent from last year. 8<sup>th</sup> (2009) 84% (2010) 93% (2011) 92%

Our district curriculum has helped to provide a structure for our teachers while they individualize instruction for their students and emphasize key points throughout the year.

## Lucyle Collins Middle School PERFORMANCE ANALYSIS NEEDS ASSESSMENT

### Demographics

Enrollment: 351 192-7<sup>th</sup> grade students 159-8<sup>th</sup> grade students  
Ethnicity: African American – 10%; Asian – 2%; Hispanic – 56%; White – 32%  
Sub-Groups: Economically Disadvantaged – 70%; Special Education – 15%; LEP – 10%

### Current Performance

TAKS Scores – Percent met standard

Grade 7: Reading – 81%, Math – 64%, Writing – 90%  
Native American-1%, Asian, African American-9%, Hispanic-60%, White-30%,  
Grade 8: Reading – 91%, Math – 83%, Science – 70%, Social Studies – 93%

#### **There is a need to increase the number of students passing the Reading TAKS in the following areas:**

- Grade 7 – African American student population, Economically Disadvantaged student population, LEP student population, Special Education student population, At-Risk student population
- Grade 8 – Hispanic student population, Economically Disadvantaged student population, LEP student population, Special Education student population, At-Risk student population

#### **There is a need to increase the number of students passing the Math TAKS in the following areas:**

- Grade 7 – Hispanic student populations, Economically Disadvantaged student population, LEP student population, Special Education student population, At-Risk student population
- Grade 8 - Economically Disadvantaged student population, LEP student population, Special Education student population, At-Risk student population

#### **There is a need to increase the number of students passing the Writing TAKS in Grade 7 in the following areas:**

- LEP student population, Special Education student population, At-Risk student population

#### **There is a need to increase the number of students passing the Science TAKS in Grade 8 in the following areas:**

- African American student population, Hispanic student population and White student population, Economically Disadvantaged student population, LEP student population, Special Education student population and At-Risk student population

#### **There is a need to increase the number of students passing the Social Studies TAKS in Grade 8 in the following areas:**

- Hispanic student population, LEP student population, Special Education student population, At-Risk student population

### Attendance

95.9%

- There is a need to increase the student attendance rate to 97%.

### Student Discipline

PEIMS Discipline Reports:

213 incidents by 137 students: African American – 14%; Hispanic – 58%; White – 27%; Asian – 1%

- There is a need to continue reducing the number of discipline incidents on campus

### Teacher Turnover

Of teachers who were offered a contract for the 2008 – 2009 school year:

19% turnover due to: Move within District – 4%; Career opportunities within education – 15%;

- There is a need to increase retention of teachers and reduce the turnover rate each year.

**Parent Involvement**

- There is need to increase the involvement of parents in the education process.

Campus Goal I	<b>STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>							
Target	I.A. The campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.							
Performance Objective	I. A. 1 The Campus will provide career education opportunities to increase the number of students who attend college or receive post-high school training.							
Summative Evaluation	Promotion and retention rates and surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
T CNA PCI PI	Plan a Career Day. Use Lake Worth alumni as speakers. Increase minority involvement in Career Day. Research and virtual field trips that are career based. Utilize Career Cruising Software	SS, support of District wide initiative of CTE program	ALL	Counselor	Guest Speakers Fund 199	December 2011	Student survey of career day activities using the Survey Monkey on School Objects	Survey results
CNA	College shirt Friday for Students and Faculty	SS	ALL	Principals Teachers	Teachers Staff	November-May Monthly	Student surveys	Participation by faculty and staff

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

Campus Goal I		<b>STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>						
Target		I.A. The campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.						
Performance Objective		I. A. 2 The Campus will provide advanced academics for students.						
Summative Evaluation		TAKS and surveys						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
T A CNA	Identify students to participate in Early College High School and pre-high school college preparatory classes, by examining ways of increasing the number of students taking 7 <sup>th</sup> and 8 <sup>th</sup> grade honors courses.	AC GT folder	GT Honors	Counselor GT Coordinator Grade Level Teams	Fund 199	Yearly	Number of students enrolling in advanced programs	Master Schedule
PCI PD T CNA	All Grade level Core teachers will obtain 30 hours of Staff Development for GT certification or receive their yearly 6 hours of update training.	AC GT folder	GT Honors	Core Teachers	Fund 199	Yearly	Staff Development Sign-in Sheets ESC XI certificates	Documentation of teacher hours
CNA PCI	Identified GT students will be given time during the school day for enrichment.	FS TE	GT	GT Coordinator	Fund 199	September through May	Grades Commended on TAKS	Sign-in sheets Master Schedule

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		I.B. The campus will insure that students will be self-disciplined citizens and capable decision makers.						
Performance Objective		I. B. 1 The Campus will implement programs to decrease discipline infractions and increase student's self-confidence.						
Summative Evaluation		Discipline records and report cards						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Adherence to the student handbook and code of conduct, structured discipline and consequence program; distribution of student planners	FS DR	ALL	Asst. Principal Teachers	Fund 199	Weekly	Binder Test Discipline referrals	Discipline records
CAN	Develop and utilize student binder planner for organization	FS DR	ALL	Teachers	Fund 199	Weekly	Binder Test	Test results Grades
CNA RS PD	Leadership and character education instruction (Stop and Think, ACCEPT, Heart Math)	FS PS DR	ALL	Administrators Teachers Behavior Specialist	Fund 199	Yearly	Discipline referrals Attendance Rates Drop Out Rate DAEP placement JJAEP placement SRO reports	Discipline records
CNA RS	Continue to monitor and adjust standard student dress  At the beginning of the year, show students examples of appropriate dress code.	DR	ALL	Asst. Principal SBDM Committee Teachers	Principals Faculty Staff	Yearly	Reduce student dress code violations/classroom referral for disruptive behavior	Discipline records
CNA	Ensure that classroom consistency is maintained and that regular instruction is taking place when substitutes are being used (sub folders).	FS	ALL	Principals	Principals	When subs are on campus	Number of substitutes who return to our campus. Results of substitute surveys. Informal walk-throughs.	Walkthroughs Observations

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Target		I.B. The campus will insure that students will be self-disciplined citizens and capable decision makers.							
Performance Objective		I. B. 1 The Campus will implement programs to decrease discipline infractions and increase student’s self-confidence.							
Summative Evaluation		Discipline Records, reports cards and parent/student surveys.							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal		Form. Eval Timeline	Formative Evaluation	Documented
CNA RS	Establish positive rewards and incentives for students (Incentive Field Trip, Caught you being Good drawings and other classroom rewards)	SS FS	ALL	Asst. Principal Teachers	Fund 199 Fund 461  \$1,000.00		Once a month	Number of student recognized for improvement	Decrease in discipline referrals
CAN PI	Establish outlets for Student Voice; Student Council, NJHS, SBDM Placement, FFA, Yearbook, Journalism, ACCEPT, Spelling Bee, UIL and Poetry Slam.	SS FS	ALL	Asst. Principal SBDM Committee Teachers	Fund 199 \$400.00 Fund 461 \$150.00		Annual	Number of students recognized by peer voting; increase number of students participating	Membership in Student Council, NJHS, FFA
CNA RS PCI	<b>Continue Saturday School for Attendance Issues</b>	SS FS	ALL	Asst. Principal Attendance Clerk	Fund 199   \$3,840.00		Monthly	Drop in the number of students that are required to take Summer School for Attendance issues.	Discipline records
RS CNA	Heart Math will be utilized for Faculty and Students  Provide MWave handheld device(5)	DR	ALL	Teachers Counselor Heart Math Trainer	District Trainers  Redistribution from other campuses		Daily	Reduction of discipline referrals	Discipline referrals
PCI CNA	Utilize the Behavior Specialist to work with students on an individual basis.	FS	Sped.	Behavior Specialist	Fund 224		Weekly	Decrease in discipline referrals	Documentation of meetings and Student Lists
PCI CNA	The Counselor will work with DAEP students.	TE FS	ALL	Counselor	Counselor		Weekly	Decrease in students at DAEP	Documentation of meetings
CNA	Establish and utilize lunch detention and after school detention for disciplinary issues	FS	ALL	Asst. Principal Teachers	Fund 199		September - May	Decrease in discipline referrals and tardies	Discipline referrals Skyward

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Target		I.B. The campus will insure that students will be self-disciplined citizens and capable of decision makers.						
Performance Objective		I. B. 2 The Campus will instruct students regarding self-responsibility and safe choices.						
Summative Evaluation		Promotion and retention records, Discipline records						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI RS CNA	Students will receive self-responsibility education, ACCEPT/Stop and Think/ DAVE: Drug, Alcohol and Violence Education through classroom instruction.	SS DR SD FS	ALL	Counselor Teachers School Nurse Behavior Specialist	Fund 211 Fund 224	Daily	Student Survey	Lesson Plans
PCI RS CNA	New students will receive ACCEPT training.	FS DR	ALL	Asst. Principal	Staff	Sept. 2011	Documentation of trainings	Sign-in sheets
PCI RS CNA	ACCEPT will be supported through announcements.	FS DR	ALL	Asst. Principal Teachers	Staff	Monthly	Reduction in discipline	Agendas
PCI CNA	Present information on bullying and fostering positive behavior	FS DR	ALL	Asst. Principal SRO Officer	AP/SRO	Beginning of the school year Monthly	Reduction in discipline	Discipline records

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target	I.B. The campus will insure that students will be self-disciplined citizens and capable of decision makers.							
Performance Objective	I. B. 3. The Campus will implement student health and well being.							
Summative Evaluation	Nurse's office records and attendance records							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI A CNA	Obesity awareness, Diabetes, vision, hearing, Scoliosis and Acanthosis Nigricans screenings	State Health services	ALL	Campus Nurse P.E. Teacher FCS Teacher Cafeteria manager	Nurse	Spring 2012	Evaluations of screenings	Screening records, Menus
PCI CNA	Participation in Cowtown and Zoo Run	SS	ALL	Volunteers	Fund 461 Texas Fitness Now Grant	February and April	Student surveys	Race results
PCI CNA	Implementation of a program to promote health (ex:CATCH)	State mandates	ALL	P.E. Teachers FCS Teacher	Nurse	Daily	Fitness gram testing	Lesson Plans
PCI T CNA	Promote a drug free lifestyle through activities during Red Ribbon Week	FS PS SS	ALL	Campus Principals Teachers Counselor Student Council sponsor	Fund 199	October 2011	Student surveys	Calendar of activities
CNA PCI	Life Skills child care and Self-Responsibility Education	Student Health records	ALL	Principal Nurse Counselor Teachers	Fund 394	Annual	Program evaluation	Student Health records Pre-Post test
CNA	Health and nutrition education will be provided through Physical Education class	P.E. TEKS	ALL	P.E. Coach	Texas Fitness Now Grant	Program Evaluation	Program evaluation Fitness Gram	Student records Pre/Post Assessment

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target	I.C. The Campus will minimize barriers and create in our diverse population a value of education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective	I. C. 1 The Campus will increase the percentage of students who pass all core subject areas.							
Summative Evaluation	Report cards, TAKS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
M A CNA PD RS	C-SCOPE will be utilized by all core Teachers. Teachers will use C-SCOPE assessments to monitor student growth.	Benchmark Results	ALL	Campus Principals Campus Instructional Leaders Curriculum specialist Cscope coordinator	Fund 199	September - May	(Curriculum- based assessment/six week tests)	Scope and Sequence revision Lesson plans TAKS results
M CNA PD RS	Meet with departments to evaluate and adjust instruction	FS	ALL	Principal Teachers	Staff	Every 6 weeks	Documentation of meetings	Lesson Plans
M A T CNA	Continue to utilize Flocabulary in the English classroom to promote student learning	TE	8 <sup>th</sup> grade	8 <sup>th</sup> grade English Teachers	Fund 199  \$300.00	Daily	Student Survey TAKS results	Reading TAKS results
M CNA PCI	Identify students with Language Learning needs and seek appropriate placement after testing	TELPAS TE	LEP	ESL Coordinator Campus Principal	Fund 263	September to May	LPAC Meetings TELPAS Stanford	Documentation from LPAC meetings
M CNA	Provide resources for labs in the FCS classroom for consumable materials	FS	ALL	Principal	Fund 199	Monthly	Budget Expenditures Surveys	Inventory
M CNA	Provide quality resources in multiple formats through the library (playaways, DVD's, books, magazines)	FS	ELL	Librarian	Fund 263 \$1,000.00	August -June	Survey results	Library Inventory
M CNA	Provide quality resources for extended math classes	AEIS TE	AR ED	Algebra Readiness Grant Coordinator	Fund 285	March 2012	Survey results Budget Expenditures	Inventory
M CNA	7 <sup>th</sup> grade Students will attend an intense Writing Academy to improve writing skills	TE	7 <sup>th</sup> grade	ELA Teachers Curriculum Dept.	Fund 263 3,800.00	Fall 2011	Benchmark Assessments	TAKS results Report Cards

M CNA	Provide additional money for purchase of CSCOPE materials	TE	ALL	Principal Teachers	Fund 199	September-May	Budget Expenditures	TAKS results Report Cards
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Target	I.C. The Campus will minimize barriers and create in our diverse population a value of education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective	I. C. 2 The Campus will improve student achievement by providing effective, timely additional assistance to all students.							
Summative Evaluation	Report cards, TAKS scores, benchmarking test							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
M PCI CNA A T	Research and implement appropriate course content and tutorials to accelerate learning for students identified as At-Risk, LEP, economically disadvantaged and with disabilities (Reading, Reading Logs, Study Island, 504, Peer tutoring , Corrective Reading, Math and Science Remediation/Tutoring, Reading Counts, Direct Instruction-Cooperative Learning, ESL). Intense remediation for struggling learners in Math classes.	TELPAS AYP	ALL	Campus Principals LEP Coord. At Risk Coord. Teachers	Fund 224 Fund 263 Fund 211 Fund 428 Fund 199	September 2011-May 2012	Benchmarks Pre/Post test TELPAS Stanford	Lesson plans Attendance sheets Weekly reports
M CNA	Identify At-Risk students by using the state guidelines.	AYP	AR	Counselor At Risk Coord. Teachers	Counselor	October 2011 or upon registration	Student profile Evaluations	Completed At-Risk List
M CNA A	Monitor and Evaluate programs that accelerate learning for students identified as At-Risk, LEP and with disabilities. (Study Island, Reading Counts)	At Risk Criteria TELPAS AYP	AR SE LEP	Campus Principals Counselor Teachers	Fund 224 Fund 263 Fund 211 Fund 428	Daily	Student intervention Evaluations Benchmarks TELPAS Pre/Post test	At Risk list LPAC minutes Weekly reports
M CNA A	Students will be given the opportunity to attend After School Tutoring to work on basic skills and enhance day to day learning	TE	ALL	Campus Principals Teachers	Fund 199	Weekly	C-SCOPE or Teacher assessments Benchmarks	Attendance sheets

M CNA T	Teachers and Students will utilize Study Island to enhance Reading, Math and Science.	TE	All	Teachers Campus Principals	Fund 211	Daily	Assessments	Weekly assessments Weekly reports
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Target	IRC. The Campus will minimize barriers and create in our diverse population a value of education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective	I. C. 2 The Campus will improve student achievement by providing effective, timely additional assistance to all students.							
Summative Evaluation	Report cards, TAKS scores							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
M CNA T	Utilize Basic Reading, Basic Math and Basic English, Speech and Language Therapy in the implementation of IEP's	IEP's	SE	Campus Principals SE Teachers	Staff	Daily	IEP Evaluation Weekly assessments	ARD minutes
M RS CNA T	8 <sup>th</sup> and 7 <sup>th</sup> grade students in danger of failing the Algebra EOC exam will be given a second Math Extended Learning time in place of an elective	Individual TAKS results	ALL	Campus Principals Teachers Algebra Coach	Algebra Readiness Grant	August 2011 – June 2012	TAKS Teacher Assessments Benchmarks	Report Card Grades TAKS Scores Skyward
M RS CNA	Purchase 1 copy (5 levels) of Rosetta Stone to enhance instruction for our LEP students	TELPAS	LEP	Campus Principals Teachers	Fund 263	November 2011	TELPAS OIPI	Lesson Plans
M RS CNA	Provide vocabulary software and books for use in Science and Social Studies classes with our LEP students and our students with disabilities. (Passwords science voc.)	TELPAS	LEP	Campus Principals	Fund 263	Daily	Benchmarks	Lesson Plans
M CNA	Utilize material to improve reading comprehension and recognition of different voices in literature in Basic Reading and Basic English	AEIS	SE	SE Teacher	Teacher	August - June	Daily/Weekly Assessments Verbal Reading Tests	Report Card Grades TAKS Scores
M CNA	The Basic Reading and Basic English teacher will utilize the Writing Academy material to improve comprehension	AEIS	SE	SE Teacher	Teacher	August - June	Daily/Weekly Assessments	Report Card Grades TAKS Scores

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Target		I.C. The Campus will minimize barriers and create in our diverse population a value of education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective		I.C. 3 The campus will provide a variety of instructional opportunities in enrichment areas.							
Summative Evaluation		Student and parent surveys and participation							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
CNA M	Continue with Honors standards to raise expectations for students in honors classes. Standards will be posted, promoted and followed.	FS PS	Honors Students	Principals Teachers	Staff	September 2011  Daily	Benchmarks	Lesson Plans	
CNA PCI PI	Provide students the opportunity to participate in Extracurricular activities that enhance the classroom setting (Band/Choir performances, Fine Arts Fair, FFA Participation, UIL Academics)	PS FS SS	ALL	Principals Teachers	Faculty	August – June	Parent Involvement Evaluation	Report Cards TAKS Results Documentation of performance Sign-in sheets	
CNA PCI	Provide students opportunities to attend field trips that enhance the classroom curriculum	FS SS PS	ALL	Principals Teachers	Fund 865 Fund 461	October – June	Student evaluation	Documentation within the Lesson Plans	
M CNA	Purchase videos with multi-language format that build background knowledge in content areas	FS	ALL	Principal Librarian	Staff	Yearly	Faculty evaluations	Lesson Plans	
PCI CNA	Purchase appropriate equipment to handle all concerts and performances through band and music department.	FS	ALL	Principal	Fund 199	October 2011	Parent Involvement Evaluation	Receipt of purchase	

Campus Goal I		<b>STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>						
Target		I. D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.						
Performance Objective		I. D. 1. The Campus will review and revise the technology plan.						
Summative Evaluation		Star Report						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA PCI	SBDM will help determine needs of campus in technology.	FS TS	ALL	SBDM	Staff	Quarterly	Faculty and Parent survey	Survey results
CNA PCI	Review and revise campus technology goals.	FS TS	ALL	SBDM	Staff	Yearly	Faculty and Parent survey	Survey results

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

Campus Goal I		<b>STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>						
Target		I. D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.						
Performance Objective		I. D. 2. The Campus will provide up-to-date technology to the classrooms.						
Summative Evaluation		Technology Inventory						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA M	Purchase additional innovative technology devices to enhance math instruction.	FS	ALL	Principal Math Teachers	Fund 285 (10-15)	March 2012	Teacher walkthroughs/evaluations	Lesson Plans
M CNA	Utilize technology in classrooms to enhance instruction for our Special Education population	AEIS	AR SE	Principal		August - June	Benchmarks	TAKS Scores Report Cards Lesson Plans
M CNA	Utilize computer carts with tablet and document camera in all core teacher classrooms to facilitate instruction for students with disabilities.	AEIS	AR SE	Principal	Teachers	Daily	Benchmarks	TAKS Scores Report Cards Lesson Plans
M CNA	Purchase and utilize 3 additional classroom performance systems.	FS	ALL	Teachers	Fund 411	January 2013	Grades, benchmarks,	TAKS Scores Report Cards Lesson Plans

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		I. D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.						
Performance Objective		I. D. 3 The Campus will monitor the implementation of technology in core subject areas.						
Summative Evaluation		Lesson Plans and Cscope						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
M A CNA	Use technology in the classroom to enhance instruction by using up to date technology (e-instruction, LCD projectors, digital cameras, printers, tablets, Red Cat (amplification systems), Maps 101, Study Island, Brain POP, TekShare, podcast, wiki, blog) that give immediate access to end products for our students.	TS	ALL	Principals Teachers	Faculty Staff	Yearly	Student products	Walkthroughs
CNA	Live/Taped Announcements	FS TS SS	ALL	Journalism Teacher	Faculty Staff	Daily	Students and Faculty survey	Lesson Plans
CNA	Provide students individual email accounts to use C-SCOPE lessons and technology classes	FS	ALL	Tech Teacher ELA Teachers	Faculty	August – June	Completion of activity/project in class	Lesson Plans

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Target		I.E. The Campus will design programs and implement strategies to insure all students pass all section of the appropriate state-mandated assessments.						
Performance Objective		I. E. 1. The Campus will implement programs and training based on research.						
Summative Evaluation		TELPAS and TAKS						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI RS CNA A T PD	Maintain innovative instructional strategies for school wide reform (5E Model, Cooperative learning, Reading Counts, Study Island, Thinking Maps, Peer Tutoring, Corrective Reading, Marzano-9 strategies, e-instruction, Core subject planning, Higher Order Thinking Skills, Essential 11)  The Campus will involve all teachers in planning and decision-making using assessment data to improve instruction.	TE	ALL	Principals Curriculum Dept. Teachers	District Personnel	September - May	Benchmark results  Benchmark results Weekly assessments	Walkthroughs Observations Master Schedule Lesson plans  Surveys
PCI RS CNA PD	Regular Ed. Training on Mods vs. Accommodations in the C-SCOPE curriculum Interpreter Training for ARD's	SD	ALL	Principals Teachers	Fund 224 District Personnel	Yearly	Documentation of training	Training Agendas and Sign-in sheets
PD T	All ELA teachers will be trained in The Writing Academy	SD	All ELA Teachers	Curriculum Specialist		October 2011	Documentation of training	Training certificate
PD	All Math Teachers will attend MStar Academy	SD	Math Teachers	Principal Teachers Algebra Coach	Region XI	August 2011	Documentation of training	Training Certificate

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. A. The campus will insure that fully certified highly qualified staff members are attracted and retained in the District.						
Performance Objective		II. A. 1. The Campus will recruit and hire fully certified, highly qualified teachers.						
Summative Evaluation		Percent of teachers meeting the federal definition of “highly qualified”						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
HQ R/R PD	We will recruit and hire highly qualified teachers within and outside of the State of Texas	AEIS	ALL	Deputy Superintendent Principals	Administrators	Yearly	Percent of teachers meeting the federal definition of “highly qualified”	Personnel records

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. A. The campus will insure that fully certified highly qualified staff members are attracted and retained in the District.						
Performance Objective		II. A. 2. The Campus will recruit and hire qualified instructional paraprofessionals						
Summative Evaluation		Percent of paraprofessionals meeting federal requirements						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
HQ R/R PD	Screen and hire highly qualified applicants.  Training and certification of instructional paraprofessionals.	AEIS	All	Deputy Superintendent Principals	Administrators	Yearly	Percent of paraprofessionals meeting federal requirements	Personnel records

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. B. The Campus will provide incentives to attract and retain high quality staff and elevate morale.						
Performance Objective		II. B. 1. The Campus will annually review staff benefits and recommend improvements.						
Summative Evaluation		Staff survey						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
HQ R/R	Review student/teacher ratios	AEIS	ALL	Principals	Administrators	Semester	Skyward data	Skyward data
HQ R/R	Campus sunshine committee will enhance the working relationship of the staff and promote campus fellowship. Campus will continue its relationship with Horace Mann. Payday breakfasts/lunch	SS AEIS	ALL	Principals Sunshine Committee	Fund 461	Monthly	Staff survey, Annual turnover rate, Job satisfaction	Retention rates

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. B. The Campus will provide incentives to attach and retain high quality staff and elevate morale.						
Performance Objective		II. B. 2. The Campus will improve job satisfaction to reduce turnover rate to less than 20% within three years.						
Summative Evaluation		Turnover rate						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA R/R	Teacher incentives, teacher recognition by peers and students, mentoring program, Recognition Assemblies	FS AEIS AYP	ALL	Deputy Superintendent Principals	Fund 199  \$500.00	September 2011- May 2012	Reduction in turnover rate, improve staff attendance	Faculty turnover rates
CNA R/R	Teacher attendance rate of 97%	AEIS AYP PS	ALL	Principals	Faculty Staff	Yearly	Improved Staff Attendance	Absence reporting system

CNA R/R	Faculty and Staff will be included in making decision and recommendations for improving job satisfaction	FS AEIS	ALL	Faculty and Staff Principals	Faculty Staff	Yearly	Faculty survey	Faculty turnover rates
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Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>							
Target		II. C. Through documentation of staff performance, the Campus will insure that all staff members are held accountable for insuring student success.							
Performance Objective		II. C. 1. The Campus will retain high quality staff members.							
Summative Evaluation		PDAS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
R/R CNA PD	PDAS and other evaluation instruments will be utilized to evaluate all staff members.		ALL	Principals Mentor Teachers New Teachers	Administrators	September 2011- May 2012	PDAS evaluations and walkthroughs	Evaluation and Observation documentation	
R/R CNA	70% of the LCMS Faculty and Staff will be ESL Certified		ALL	Principals	Faculty	August 2012	Registration for the test	ESL Certification added to Teacher's license	
R/R CNA PD	Campus Mentor program will be redesigned and evaluated.		ALL	Principal	Faculty Staff	August 2011	Staff response to program	Summative conference	
R/R CNA	Purchase video camera to self-evaluate teacher performance	FS	ALL	Principal	Curriculum Dept. Video Camera Faculty	August 2012	PDAS evaluations and walkthroughs	Summative conference	

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>							
Target		II. C. Through documentation of staff performance, the Campus will insure that all staff members are held accountable for insuring student success.							
Performance Objective		II. C. 2. The Campus will insure instruction in, and mastery of, the Texas Essential Knowledge and Skills							
Summative Evaluation		TAKS and AEIS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	

CNA M	Utilizing District Curriculum scope and sequence in teacher lesson plans each six weeks		ALL	Principals Teachers	Fund 211	Each six weeks	Documentation of student mastery of TEKS through student grades	Lesson Plans
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Campus Goal II	<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>
Target	II. D. The Campus will use data to evaluate staff needs and performance to insure that exceptional opportunities are provided to meet Campus goals.
Performance Objective	II. D. 1. The Campus will provide staff development based upon campus needs.
Summative Evaluation	Surveys and all student performance data

SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI PD CNA	Curriculum meetings to discuss Cscope implementation. Lesson cycle, Study Island and instructional strategies training.		ALL	Curriculum Dept. Principals	Fund 211	Each six weeks	Revised attendance documents, meeting agendas, Attendance rosters	Lesson Plans
PD PCI CNA	Provide training to staff for ESL Certification by ESC.	FS SD	ALL	Campus Principals	Fund 263	Yearly	Documentation of meeting Sign-in sheets	Added certification on teacher's license
PD PCI CNA	Staff will continue to be trained in Capturing Kids Hearts to promote positive relationships and enhance campus environment.	FS SD	ALL	Campus Principals Curriculum Dept.		August 2012	Reduction in Discipline	Discipline Records
PD CNA	Provide training to counselor for parent involvement	FS	ALL	Counselor	Fund	December 2011	Sign in sheets	Sign in sheets

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Special Populations

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. D. The Campus will use data to evaluate staff needs and performance to insure that exceptional opportunities are provided to meet Campus goals.						
Performance Objective		II. D. 2. The Campus will provide training to meet technology competencies.						
Summative Evaluation		Star Chart						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PD M CNA	Technology trainings will be offered throughout the year. (e-instruction, smart board, amplifications systems, eInstruction Mobi's, Skyward.)	FS	ALL	Technology Teacher, Librarian, Principals	Fund 255 Faculty Staff	Monthly	Documentation of training	Sign-in sheets Lesson Plans

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. E. The Campus will insure high quality leaders in all administrative positions.						
Performance Objective		II. E. 1. The Campus will provide high-quality leadership in all administrative positions.						
Summative Evaluation		Administrative appraisals						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA R/R PD	Time management training, goal setting, communication improvement activities and self-improvement opportunities  Campus planning  Staff Meetings	PS	ALL	Superintendent Principal Ex. Director	Fund 199	August - May	Exemplary performance on AEIS and AYP standards,  Campus plan completed  Meeting agendas	Informal and formal evaluations

Campus Goal II		<b>STAFF QUALITY IS A DISTRICT PRIORITY: THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.</b>						
Target		II. E. The Campus will insure high quality leaders in all administrative positions.						
Performance Objective		II. E. 2. The Campus will promote high expectations and positive attitudes among Campus leaders.						
Summative Evaluation		Parent surveys, Students surveys, Faculty surveys and community surveys						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA R/R PD	Staff meetings will be held for team building and professional development (training).		ALL	Principals	Fund 199	Monthly	Documentation of meetings Agenda from meetings	Meeting agendas
CNA R/R	Staff Incentives will include TOM, EOM, scavenger hunts, free dress code day, birthday hours, etc...		ALL	Principals Sunshine Committee	Fund 199	Monthly	Retention of quality teachers	Turnover rates
Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>						
Target		III. A. The Campus will develop a budget to support Campus goals while maintaining fund balance.						
Performance Objective		III. A. 1. The Campus will develop a budget to meet instructional needs.						
Summative Evaluation		Balanced budget						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CNA	Prepare and review budget	AEIS	ALL	Business manager Principal	Faculty Staff	June - August	Completion of budget proposal	Completed budget by June 2008
PCI CNA	The Departments will base budget on instructional needs	AEIS	ALL	Curriculum Dept. Dept. Chairs	Faculty Staff	August - March	Department Expenditures	Department Expenditures

Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>							
Target		III. A. The Campus will develop a budget to support Campus goals while maintaining fund balance.							
Performance Objective		III. A. 2. The Campus will monitor revenue and expenditures to insure appropriate budgeting and adequate reserve funds.							
Summative Evaluation		Balanced budget							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
CNA PCI	Review budget report with business manager	AEIS	ALL	Business manager Principal	Principal	June-August	Monthly review	Balanced budget	
CNA PCI	Insure expenditures support the campus plan	AEIS	ALL	Campus Principal	Principal	August – June	Monthly review	Review of Campus plan and Campus expenditures	
CNA PCI	The Skyward Finance program will be used to monitor spending	AEIS	ALL	Campus Principal	Principal	August – June	Monthly review	Budget Amendments	
CNA PCI	Staff is responsible for activity accounts. Accounts will stay current with their budgets and deposit money daily	TE	ALL	Campus Principal Teachers	Fund 865 Fund 461	August – June	Monthly review	Skyward Finance	

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
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Special Populations

Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>						
Target		III. B. The Campus will use budgeted funds to address instructional priorities.						
Performance Objective		III. B. 1. The Campus will allocate general funds to improve instruction.						
Summative Evaluation		Campus budget supports Campus Plan						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Review proposed department budgets at budget meeting		ALL	Principal Department Heads Teachers	Faculty Staff	March 2011	Approved budget	Purchase Orders
CNA	Review Campus goals and priorities	FS	ALL	SBDM Committee		March 2011	Faculty surveys, Department and Team Meetings	Survey results Meeting notes
CNA	Develop and adopt budget for general funds	AEIS	ALL	SBDM Committee Principal Department Heads		June 2011	Approved budget	Balanced budget

Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>						
Target		III. B. The Campus will use budgeted funds to address instructional priorities.						
Performance Objective		III. B. 2. The Campus will allocate federal funds and state special revenue funds to supplement instruction						
Summative Evaluation		Expenditures support Campus Plan						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA RS PI	Review campus needs assessment	SS FS PS	ALL	SBDM Committee	Faculty Staff	March 2012	Surveys of parents, students and staff, Campus Plan Accountability Crates	Survey results

Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>						
Target		III. C. The Campus will seek creative, alternative funding sources						
Performance Objective		III. C. 1. The Campus will seek competitive and non-competitive funding sources.						
Summative Evaluation		Increase in alternative funding sources						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA RS	Train and encourage teachers to find and write grants	FS SS PS	ALL	Principal Teachers	Faculty Federal Programs Coord.	In accordance with application requirements	Receipt of special funds	Documentation of funding

Campus Goal III		<b>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT MANNER TO SUPPORT STUDENTS PERFORMANCE AND STAFF QUALITY.</b>						
Target		III. C. The Campus will seek creative, alternative funding sources.						
Performance Objective		III. C. 2. The Campus will seek contributions to enhance instructional programs and administrative resources.						
Summative Evaluation		Increase in alternative funding sources						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Solicitation of donations, corporate sponsorships, school supplies, equipment, monetary and non-monetary donations		ALL	Principals Federal Program Director Technology Dept. Teachers	Faculty Staff	September – July	Record of donations	Documentation of receipt of donations
CNA PI	PTO and Booster club activities		ALL	Principals Parents		Yearly	Records of donations	Documentation of receipt of donations

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
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Campus Goal IV		<b>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY: STAFF, STUDENTS, PARENTS, AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.</b>							
Target		IV. A. The Campus will provide active and meaningful communication between schools, homes, and the community.							
Performance Objective		IV. A. 1. The Campus will enhance communications with parents and community members.							
Summative Evaluation		Parent and community surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
PI CNA	Update School Webpage	PS	ALL	Yearbook Class Technology Teacher Librarian	Faculty Staff	August – June	Documentation of completed task.	Parent and Faculty survey	
PI CNA	School Messenger calling system	PS	ALL	Principals	Faculty Staff	As needed	Documentation of completed task	Parent survey	
PI CNA	Family Access (online grades)	PS	ALL	Teachers	Faculty Staff	Weekly	Documentation of completed task	Parent and Faculty survey	
PI CNA	Parent conferences/contact (as planned and needed)	PS	ALL	Principal Teachers Grade level teams	Faculty Staff	Weekly	Documentation of completed task	Parent and Faculty survey	
PI CNA	Install and utilize outside marquee to disseminate information to parents and community.	PS	ALL	Principal Teachers		December 2011	Marquee is in place and used	Parent survey	

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

Campus Goal IV		<b>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY: STAFF, STUDENTS, PARENTS, AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.</b>							
Target		IV. A. The Campus will provide active and meaningful communication between schools, homes, and the community.							
Performance Objective		IV. A. 2. The Campus will provide printed materials to enhance communications							
Summative Evaluation		Parent and community surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
PI CNA	Distribution of Campus publications: newsletters, AEIS Reports	PS FS	ALL	Principals	Principal	September – July	Copies of publications	Newsletters	
PI CNA	Parent/Student/Teacher Agreements (Compacts), Parent Involvement Policy Honors Standards	PS FS	ALL	Principals Parents Students Teachers	Fund 199	September 2011	Copies of publications	Signed agreements and policies	

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Target		IV. B. The Campus will provide varied and frequent opportunities for parent and community involvement in the schools.							
Performance Objective		IV. B. 1. The Campus will provide a variety of opportunities for parent involvement.							
Summative Evaluation		Parent survey and program evaluation							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
PI CNA	Campus meetings and events, Fine Arts Fair, SBDM, Meet the Teacher Night, Open House, Recognition Assemblies, concerts, PTO meetings.	PS FS	ALL	Principal Counselor	Fund 199 Fund 211	September – May	Increased attendance at Campus events and meetings	Sign-in sheets	
PI CNA	ESL classes will be offered to parents to increase their English language skills	PS	LEP	ESL Coord. at Miller Principal	Fund 263	October – June	Documentation of meetings Sign-in Sheets	Sign-in sheets	
PI CNA	Incorporate No Parent Left Behind Nights that encourage family involvement at school and teach study skills to parents (Movie night, Science night, Reading night, Math night etc...)	PS FS AEIS	ALL	Principal Teachers	Fund 199 Fund 211	Every 6 weeks	Documentation of meetings Sign-in sheets	Sign-in sheets Increased parental involvement	

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Target		IV. B. The Campus will provide varied and frequent opportunities for parent and community involvement in the schools.						
Performance Objective		IV. B. 2. The Campus will include stakeholders in establishing a written plan to insure the accomplishment of Campus goals						
Summative Evaluation		SBDM Committee						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PI	Survey of stakeholders will be reviewed	PS FS	ALL	Principals	Fund 199	March 2012	Review of survey results	SBDM Committee list
CNA PI	Input from stakeholders will be included to update plan	FS PS	ALL	Principal SBDM Committee Department Heads Parents Teachers Community	Fund 199	June 2012	Documentation of meetings/attendance	Meeting notes

Campus Goal IV		<b>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY: STAFF, STUDENTS, PARENTS, AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.</b>						
Target		IV. C. The Campus will evaluate and report progress on Campus goals in a timely manner to all stakeholders.						
Performance Objective		IV. C. 1. The Campus will present evidence of progress toward Campus goals.						
Summative Evaluation		End of the year evaluation of all programs						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Review of Campus plan progress		All	Principal SBDM Committee	Faculty Staff	November 2011	Meeting Agenda	SBDM Agendas
CNA	Review of Campus Report card		All	Principal	Faculty Staff	March 2012	Presentation at Meeting	Agenda

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Target	IV. C. The Campus will evaluate and report progress on Campus goals in a timely manner to all stakeholders.							
Performance Objective	IV. C. 2. The Campus will present evidence of progress toward state and national goals.							
Summative Evaluation	Parent Involvement documentation							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Review of AEIS and AYP performance, comprehensive needs assessment	AYP	All	Principal	Faculty Staff	November 2011	Presentation at meeting	Agenda

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