

2011-2012
Campus Improvement Plan
Bandera Independent School District

Campus: BANDERA MIDDLE SCHOOL



Campus Mission: Bandera Middle School will produce self-disciplined and self-motivated students who are prepared to face social and academic challenges and function as productive members of society.

2011-2012 Campus Improvement Plan

Planning and Decision Making Committee

Name	Position Parent, Business, Community, Teacher, etc.	Signature
Kerry Derry	Teacher	
Nancy Tucker	Teacher	
Pam Frierson	Teacher	
Jan Gase	Teacher	
Kathy Jennings	Teacher	
Stephanie Jones	Teacher	
Jan Pease	Teacher	
Cynthia Anderson	Non Teaching Professional	
Lisa Widner	Parent	
Patricia McMullan	Parent	
Stacy Tipton	Business	
Becky Scheel	Business	
Ed Sullivan	Community	
Warren Thigpen	Community	
Donald Tosh	Administration	

DATA PROFILE

ath	2006	2007	2008	2009	2010
All Students	77	81	85	90	90
White					
Students	83	86	91	93	89
Hispanic					
Students	75	80	87	79	80
Eco.					
Disadvantaged	77	78	88	86	83
Special					
Education					59
At Risk					75
Reading/ELA	2006	2007	2008	2009	2010
All Students	90	93	95	94	94
White					
Students	93	94	95	95	95
Hispanic					
Students	83	87	93	91	91
Eco.					
Disadvantaged	87	90	91	90	91
Special					
Education					82
At Risk					84
Science	2006	2007	2008	2009	2010
All Students	81	83	89	85	93
White					
Students	87	86	92	89	95
Hispanic					
Students	59	74	81	77	88
Eco.					
Disadvantaged	74	74	87	76	90

Special Education					80
At Risk					85

Social Studies	2006	2007	2008	2009	2010
All Students	91	96	98	93	95
White Students	94	98	98	95	96
Hispanic Students	82	91	97	85	91
Eco. Disadvantaged	89	93	98	89	92
Special Education					92
At Risk					90

Writing	2006	2007	2008	2009	2010
All Students	92	91	91	93	96
White Students	95	95	96	95	96
Hispanic Students	85	88	90	87	97
Eco. Disadvantaged	85	90	91	90	94
Special Education					94
At Risk					90

NEEDS ASSESSMENT

Bandera Middle School Needs Assessment

Committee members as well as department heads and teaching staff received copies of 2010-2011 TAKS data reports and reviewed the data during the 2010-2011 school year and projections for 2011-2012 school year. Members worked within departments and teams to identify specific areas of concerns, and a course of action for each.

The administrative staff also reviewed PEIMS discipline data, failure rate data, Pre Advanced Placement results and attendance, dropout data.

Concern areas identified by committee members are as follows:

Gaps among Hispanic, white and all students in TAKS performance

Gaps among economically disadvantaged, white and all students on TAKS performance

Special Education gaps in math and reading at all grade levels

At risk discrepancies in TAKS performance.

Transition to college readiness accountability system and STAAR assessment.

Career and Colleger Readiness programs to assist students on ELA III and Alg II EOC such as Springboard for all students.

A discrepancy between commended performance on all TAKS test and state average commended performance

Gap in performance for English Language Learners (ELL's) and Limited English Proficient Students (LEP) and state average

Overall failure rate in core academic courses

Transition support between 8th and 9th grade needs to be more encompassing

Offer a variety of interventions to support all learners throughout the day and after school

Improve the overall communication of the middle school

The need for implementation of consistent curriculum in core departments and common assessments evaluating curricula

Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Sub-Committee on 05/18/2011

Participants in Attendance	Data Sources Examined
Kerry Derry	AEIS Federal Accountability Data for AYP TAKS Data – disaggregated District/Campus PEIMS reports MSTAR data ReadiStep data Student attendance data AWARE Benchmark Assessments Truancy data Failure Rates Completion Rate ESC II/III attendance
Nancy Tucker	
Pam Frierson	
Jan Gase	
Kathy Jennings	
Stephanie Jones	
Jan Pease	
Cynthia Anderson	
Lisa Widner	
Stacy Tipton	
Patricia McMullan	
Joy Ryan	
Dayle Heiner	

Summary of Findings

Prioritized Areas of Concern

Areas of Concern	Data Source
Special Education Math	AEIS Report
At Risk Math	Completion Rate
Hispanic Math	ESC II/III attendance
Eco Math	ADM
Special Education ELAR	Formative Assessment
At Risk ELAR	Failure Rate
Hispanic Science	ReadiStep data
At Risk Science	MSTAR data
Career and College Readiness	

In this plan, the term “student groups” refers to students who are Hispanic, White, African American, ED, Migrant, LEP, G/T, and Special Education

State Compensatory Education

The State Compensatory Education program at this campus

Total SCE funds allotted to this Campus: \$36, 620

Total FTEs (full time employees) funded through SCE at this Campus: 1.5

Total FTEs (full time employees) funded through Title I at this Campus: None

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in pre-kindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years.
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument.
5. Is pregnant or is a parent.
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

Program/Funding Source
Federal Programs
Title II, Part A (TPTR)
Title III, Part A (ESL)
IDEA B & IDEA B ARRA
State Programs/Funding Sources
State Compensatory Education
Gifted/Talented
Other Funding Sources
Middle School College Readiness Initiative Grant
Activity Funds
Local Funds
Grants and Donations

Required Title I School-wide Campus Plan Components

1. Comprehensive Needs Assessment of the entire school (including all program areas)
2. Reform strategies that address the needs of all children in the school, but particularly the needs of children of target populations of any program that is included in the school-wide program and that use effective methods and instructional strategies based on scientifically based research.
3. Instruction by highly qualified teachers (*Show appropriate staff development to meet the needs of students at-risk in the D/CIP*)
4. Professional development for teachers and aides, and where appropriate, pupil services, personnel, parents, principals, and other staff who work for the student improvement
5. Strategies to attract high-quality highly qualified teachers to high-need schools
6. Strategies to increase parental involvement
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start and Even Start, to local elementary school programs. (*Examples could include: provide parents and students with a kindergarten orientation session; teachers from pre-K/K meet to discuss instructional programs, kindergarten objectives, and needs of students, etc.*)
8. Steps to include teachers in the decisions regarding the use of assessments. (*In the formative evaluation column of the CIP show that teachers use benchmarks to analyze performance, use classroom observations and teacher-made tests to assess students*)
9. Activities to ensure that students who experience difficulty mastering any of the state standards during the school year will be provided with effective, timely additional assistance.
10. Coordination and integration of Federal, State, and local services and programs, such as violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training

CIP On Going Yearly Review - Verification

Month	Principal Signature	CIP Co-Chair Signature
September 12, 2011		
October 10, 2011		
November 14, 2011		
December 12, 2011		
January 9, 2012 (Formative Review)		
February 13, 2012		
March 19, 2012		
April 10, 2012		
May 14, 2012 (Summative Review)		

2011-2012

The Campus Improvement Plan
Of the Bandera Middle School

BISD : Always on Target to be the Best

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ACTION PLAN AREA I: READING

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and gain will improve in grades 6-8, for all subpopulations in TAKS Reading with focus on Sp. Ed and AR subpopulations. Increase commended performance percentage to 40 +%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Campus-level staff development activities will be designed to address ELAR TEKS and objectives surveyed and approved by the C.I.C.	General Fund, 199-13 1000.00 CCRI Grant 404-13	Principal	On or before September 1 st February 1 st January 1 st	A. Documentation of all planned Staff development activities and record of all staff member's attendance.
B. The Accelerated Reader Program will be maintained to encourage students to read.	Library Activity Fund 3500.00	Librarian Reading Teachers	Every 6 weeks	ARP records. Student participation records
1.Campus will provide incentives to be used for ARP.			Every 6 weeks	Finance records
2.Teachers will target appropriate reading levels for individual students to improve reading comprehension.			Every 6 weeks	ARP records
3.Teachers and students will set 6 weeks and yearly reading goals for all students.			Every 6 weeks	Report card
4. Diagnostic Testing through TMSFA or RAPS 360 will be implemented BOY, MOY, EOY			Every 6 weeks	STAR Reports
5. Programs implementation will be aligned across ELAR department between CScope and Springboard			Every 6 weeks	Teacher record
C. Curriculum will be aligned with TEKS Objectives through CScope Scope and Sequence (VAD)	General Fund, 199-13 Title II, A 255-11 250.00	Classroom Teachers	On or before September 1st	Walkthrough data CScope Lesson Plans
D. A periodic assessment formative of Student progress for TEKS objectives will be Administered. Curriculum Based Assessments	General Fund, 199-11 Title II, A 255-11	Classroom Teachers	Before December 1 st	Analysis of BENCHMARK performance will be documented and maintained on site.
E. Participation in UIL Reading events will be Encouraged and time will be provided.	General Fund, 199-11	UIL Coordinator	On or before September 1 st	Record of Materials, Acquisition and entry fee expenditure available on site.
F. Department collaboration to combine ELA and Reading for 2011-2012 8 th grade to help with vertical alignment across district.	CCR Grant yr. 1 404-11 80,000.00	Principal Counselors Dept. Chair	On or before April 1st	Department meeting agendas Master Schedule
G. Implementation of programs designed for college readiness through Collegeboard/Springboard	CCR Grant 404-11 500.00	Director of Special Programs	On or before Oct. 1st	Contracted service agreement from approved vendor list
H. Integration of technology into ELAR curriculum through Visual Media 8 th grade elective course.		Principal Dept. Chair Classroom teacher	On or before Sept. 1st	Master schedule Lesson plans

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
I. Regular education teachers will be provided the opportunity to gain certification and/or endorsement in G/T and ESL.	General Fund 199-13 150.00	Principal Dept. Chair	Every 6 weeks	Staff Development Files
J. Continue the Content Mastery Course.	IDEA B 224 Special Education – 18,000.00	Principal Director of Sp.Ed.	On or before August 1 st	Records of Participating Students. IEP
K. Pre AP English will be offered to encourage vigorous, challenging curriculum and to prepare students for High School AP classes.	CCR Grant 404-13	Principal Classroom teacher	On or before September 1 st January 1 st	Staff Development Records Lesson Plans
L. Provide TAKS support advisories for students who have not mastered the TAKS.	General Fund 199-11 CCR Grant 404-13	Classroom Teacher	Every 6 weeks	Curriculum guide Benchmark Results
M. Academic achievement will be assessed for each sub-pop group using benchmark assessment results	General Fund 199-11	Principal	Through 2011-2012	Benchmark results AEIS report
N. All teachers teaching in core academic subjects will be highly qualified(fully certified).	Title II, A 255-13	Director of Personnel Principal	Before August 1 st	Teaching certifications
O. Provide parental involvement via Meet the Teacher night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.	BMS Activity Fund	Principal Principal Team Leaders Dept. Chair	Conducted throughout school year	Attendance records
P. Provide an after school tutorials in the subjects of Reading, Writing.	CCR Grant 404-11	Principal Team Leaders Dept. Chairs	As needed after benchmark data analysis and TAKS	Agendas and attendance records

ACTION PLAN AREA II: MATHEMATICS

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and overall gain will improve in grades 6-8, for all subpopulations defined in “Campus Performance Objective,” in TAKS Math to above 90% with focus on Sp. Ed. and AR. Improve Commended Performance to 40+%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Campus-level staff development activities will be designed to address TEKS Math objectives surveyed and approved by the CIC in RTI and CScope and Springboard.	Title II, A 255-13 150.00	Principal CIC Chair Dept. Chair	A1. On or before September 1 st A2. February 1 st A3. January 1 st	A. Documentation of all planned Staff Development activities will be maintained and record of all staff members' attendance.
B. Teachers will provide TIER II, III interventions to students who have been identified as in need of assistance and unlikely to succeed at state assessments.	General Fund 199-11 45000.00	Principal Classroom Teachers	On or before September 1 st	Lesson Plans Teacher records Student participation records
C. Using the adopted textbooks and CScope / Springboard Scope and Sequence or VAD, the math curriculum will reflect alignment across the district to TEKS and TAKS objective.	General Fund 199-11 CCRI Grant 404-11	Director of C and I Principal Dept. Chairs	On or before September 1 st	Teacher lesson plans CScope walkthrough data
D. Provide graphing calculators for students in grade 8.	CCRI Grant 11,000	Director of Tech. Principal Dept. Chair	On or before April 1 st	Record of materials acquisition
E. Participating in UIL Math events will be encouraged and time will be provided to facilitate participation.	General Fund 199-11 250.00	UIL Coaches	On or before September 1 st	Record of Materials Acquisition and entry fee expenditure available on site.
F. A periodic assessment of student progress for TEKS objectives will be administered and evaluated, disaggregated by sub-pops using Curriculum Based Assessments	General Fund 199-11 1000.00	Principal Dept. Chair	Throughout year	Data record Lesson plans
G. Content Mastery Course will be utilized.	IDEA B 224-11 Special Education – 18,000.00	Principal Classroom teachers	Before Sept. 1st	Record of students participating IEP
H. Provide a TAKS support class during advisory class for students who have not mastered the TAKS test.	General Fund 199-11	Principal Team Leaders Dept. Chair	Before Oct. 15	Benchmark Results TAKS data TPM

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>I. All teachers teaching in core academic subjects will be highly qualified (fully certified).</p> <p>J. Provide an after school tutorials in the subjects of Math</p> <p>K. Regular education teachers gain certification and / or endorsements in GT, advanced placement and / or Pre AP.</p> <p>L. Implementation of programs designed for college readiness through the Collegeboard</p> <p>M. Provide parental involvement via Meet the Teacher night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.</p>	<p>Title II, A 255-13</p> <p>CCRI Grant 404-11 8,000</p> <p>Title II, A 255-13 150.00</p> <p>CCR Grant 404-11 80, 000</p> <p>Activity Fund General Fund 199-61 200.00</p>	<p>Director of Personnel Principal</p> <p>Principal Team Leaders Dept. Chair Principal Dept. Chair</p> <p>Director of Special Programs Principal Dept. Chair</p> <p>Principal Team Leaders Dept. Chairs</p>	<p>On or before Aug. 1st</p> <p>After Jan. 1, 2012</p> <p>On or before March 1st</p> <p>On or before Oct. 1, 2011</p> <p>Conducted as needed/required throughout year or at minimum one per semester.</p>	<p>Teacher Certification Records</p> <p>Attendance records TAKS data</p> <p>Documentation of training endorsement certification will be Maintained on site</p> <p>Contracted service agreement from approved vendor list</p> <p>Agendas and attendance records</p>

ACTION PLAN AREA III: WRITING

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and overall gain in equity performance will improve in grades 6-8, for all subpopulations to 95%, focusing on Eco. Dis., AR, and Sp. Ed. as defined in “Campus Performance Objective,” in TAKS Writing. Improve commended performance to 40+%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>A. Campus-level staff development activities will be designed to address TEKS writing objectives surveyed and approved by the CIC.</p> <p>B. Provide students opportunities to develop language skills and enrich writing through the use of computer programs such as CEI, Microsoft, Study Island.</p> <p>C. Participating in UIL writing events will be encouraged.</p> <p>D. Periodic assessments of student progress for TEKS objectives will be administered and data will be disaggregated and evaluated by sub-pops.</p> <p>E. Provide Content Mastery service.</p>	<p>General Fund 199-11 Title II, Part A 255-11 CCRI 404-11</p> <p>General Fund 199-11 3500.00 (CEI) 1,868.40 (SI)</p> <p>General Fund 199-11</p> <p>Title II, A 255-11</p> <p>IDEA B 224-11 18,000</p>	<p>Principal CIC Chair Dept. Chair</p> <p>Principal Writing Teachers</p> <p>UIL Coaches</p> <p>Dept. Chair Classroom Teachers</p> <p>Director of Sp.Ed</p>	<p>On or before Sept. 1st, Feb. 1st, Jan. 1st</p> <p>On or before Sept. 1st</p> <p>On or before September 1st</p> <p>Before Dec. 1st</p> <p>Before Sept. 1st</p>	<p>Documentation of all planned staff development activities will be maintained and record of all staff members attendance</p> <p>Teacher Record Student participation records.</p> <p>Record of Materials Acquisition and entry fee expenditure available on site.</p> <p>Analysis of benchmark performance will be documented and maintained on site AD</p> <p>Records of participating students</p>
<p>F. All teachers teaching in core academic subjects will be highly qualified (fully certified).</p> <p>G. Provide parental involvement via Meet the Teacher night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.</p> <p>H. Provide an after school tutorials in the subjects of writing.</p> <p>I. Regular education teachers gain certification and / or endorsements in GT, advanced placement and / or Pre AP.</p> <p>J. Department collaboration to combine ELA and Reading for the 2011-2012 school year 8th grade to help with vertical alignment across district.</p> <p>K. Implementation of programs designed for college readiness through Collegeboard</p> <p>L. Integration of technology into ELAR curriculum through Visual Media 8th grade elective course.</p>	<p>Title II, A 255-11</p> <p>Activity Fund General Fund 199-11</p> <p>CCRI 404-11 8,000 BISD Funds</p> <p>Title II, A 255-11 150.00</p> <p>General Fund 199-11</p> <p>CCR Grant 404-11 80,000.00</p> <p>General Fund 199-11 500.00</p>	<p>Director of Personnel Principal</p> <p>Principal Dept. Chair Team Leaders</p> <p>Principal Dept. Chair Team Leaders Principal Dept. Chair</p> <p>Principal Counselors Dept. Chair</p> <p>Director of Special Programs Principal Dept. Chair Dept. Chair Classroom teacher</p>	<p>Before Aug. 1st</p> <p>Conducted as needed throughout year</p> <p>Before Jan. 1st</p> <p>Before March 2011</p> <p>On or before April 2012</p> <p>On or before Oct. 1, 2011</p> <p>On or before Sept. 1, 2011</p>	<p>Teacher Certification Records\</p> <p>Agendas and Attendance records</p> <p>Records of participating students TAKS data</p> <p>Staff Development files, endorsements on certifications</p> <p>Dept. meeting agendas Master schedule 2011-2012</p> <p>Contracted service agreement from approved vendor list</p> <p>Master schedule Lesson plans</p>

ACTION PLAN AREA IV: Science

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and gain will improve in grades 6-8, for all subpopulations in TAKS Science to above 90% with focus on Sp. Ed, Hisp. and AR subpopulations. Increase commended performance percentage to 40+%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Campus-level staff development activities will be designed to address TEKS science objectives, surveyed and approved by the CIC.	Title II, A 255-13 1000.00	Principal Dept. Chair	On or before Sept. 1 st , Feb. 1 st , Jan. 1 st	Documentation of all planned staff development activities will be maintained and record of all staff members' attendance.
B. Provide students opportunities to develop science knowledge and skills through the use of computer programs such as Brain Pop.	General Fund 199-11 800.00	Principal Classroom Teachers	Before Sept. 1st	Teacher Record Technology Record.
C. Participating in UIL science events will be encouraged.	Activity Fund 250.00	UIL Coaches	Dec. 1 st	Record of Materials Acquisition and entry fee expenditure available on site.
D. Periodic assessments of student progress for TEKS science objectives will be administered and data will be disaggregated and evaluated by sub-pops. Curriculum Based Assessments	Title II, A 255-11 CScope	Classroom Teachers	On or before September 1 st January 1 st	AWARE data TAKS data Analyses of Formative Assessment performance will be documented and maintained on site.
E. Provide Content Mastery service.	IDEA B 244-11 Special Education – 18,000.00	Principal	Every 6 weeks	Record of student participating.
F. Provide Staff Development For Pre AP courses. G. Academic achievement will be assessed for each group using CBA results and the AEIS report.	CCRI 404-11 150.00 General Fund 199-11	Principal Principal	Before August 2011	Staff Development Hours/Certificates/Sign In Sheets Benchmark Results, ADM AEIS Report
H.All teachers teaching in core academic subjects will be highly qualified (fully certified).	Title II, A 255-13	Director of Personnel Principal	Before August 4 Test thru 2011-12	Teacher Certification records
I. Provide parental involvement via Meet the Teacher night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.	Activity Funds 250.00	Principal	Before August 4	Agendas and attendance records
J. Provide an after school tutorials in the subjects of Science.	General Fund 199-11 8,000.00	Principal Team Leader	As required throughout school year	Records of participating students
K.Regular education teachers gain certification and / or endorsements in GT, advanced placement and / or Pre AP.	Title II, A 255-11 150.00	Dept. Chair Principal	Dec. 1st	Documentation of Training, endorsement certification will be maintained on site
L. Implementation of Science Blitz day.	General Fund 199-11 400.00	Principal Dept. Chair	Sept. 1st	Schedule, agendas will be maintained
M. Continuation of implementation of vertical alignment across district through CScope using Vertical Alignment Document and Instructional Focus Documents when creating lessons.	General Fund 199-11 Title II, A 255-13	Director of C and I Principal	April 2011 Sept. 1st	Lesson Plans Walkthrough data

ACTION PLAN AREA V: Social Studies

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and gain will improve in grades 6-8, for all subpopulations in TAKS Social Studies to above 95%, with focus on Sp. Ed., Eco. Dis. and AR subpopulations. Improve commended performance percentage to 40+%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Campus-level staff development activities will be designed to address TEKS social studies objectives, such as CScope curriculum alignment and RTI, surveyed and approved by the CIC.	General Fund 199-11 Title II, A 255-11 150.00	Principal	2011-2012	Documentation of all planned staff development activities will be maintained on site and in the Central Office, including Staff Development Plan and record of all staff members' attendance.
B. Provide students opportunities to develop social studies knowledge and skills through the use of computer programs such as Brain Pop.	General Fund 199-11 800.00	Principal Classroom teachers	Sept. 1st	Teacher Record Technology Record.
C. Participating in UIL social studies events will be encouraged.	Activity Fund 200.00	UIL Coordinator UIL Coaches	Dec. 1st	Record of Materials Acquisition and entry fee expenditure available on site.
D. Periodic assessments of student progress for TEKS social studies objectives will be administered and data will be disaggregated and evaluated by sub-pops.	General Fund 199-11 Title II, A 255-11	Principal Team Leader Dept. Chair	On or before September 1 st	Analyses of Formative Assessment performance will be documented and maintained on site.
E. Provide Content Mastery service.	IDEA B, 224-11 Special Education – 18,000.00	Classroom Teachers	Every 6 weeks	Record of student participating.
F. Provide Staff Development For Pre AP courses.	General Fund 199-11 150.00	Principal Dept. Chair	Before August	Staff Development Hours/Sign In Sheets

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
G. Academic achievement will be assessed for each group using Benchmark results and AWARE reports.	Title II, A 255-11	Principal Team Leader Dept. Chair	Before August 4	Benchmark Results, ADM AEIS Report
H.All teachers teaching in core academic subjects will be highly qualified (fully certified).	Title II, A 255-11 150.00	Director of Personnel Principal	Before Aug. 4	Teacher Certification
I. Provide parental involvement via Meet the Teacher night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.	General Fund 199-61 Activity Funds	Principal Team Leader Dept. Chair	Throughout year as required	Agendas and attendance records
J. Provide an after school tutorials in the subjects of Social Studies.	General Fund 199-11 8,000.00	Principal Team Leader Dept. Chair	Dec. 1st	Records of participating students
K.Regular education teachers gain certification and or endorsements in GT, advanced placement and or Pre AP.	General Fund 199-13 Title II, A 255-13 150.00	Principal	Sept. 1st	Documentation of Training, endorsement certification will be maintained on site
L. Continuation of implementation of vertical alignment across district through CScope using Vertical Alignment Document and Instructional Focus Documents when creating lessons.	General Fund 199-11	Principal Campus Principal Dir. Of Curriculum and Instruction	Sept. 1st	Lesson Plans Walkthrough data

ACTION GOAL AREA VI: USE OF TECHNOLOGY IN CORE CONTENT AREAS

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance will improve in grades 6-8, for all subpopulations as defined in “Campus Performance Objective,” in TAKS Reading, Math, and Writing, Science, and Social Studies through intensive use of technology to enhance lessons and learning in core courses.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Acquire compatible, upgradeable software that supports the core curriculum, including ESL.	General Fund 199-11 1000.00	Education Departments and Instructional Technology Specialist	6 week intervals	Technology Department will provide updated lists of available software. Teacher surveys regarding available software will be on file. Records of purchase on file on site.
B. All classes will spend a minimum amount of time in the computer labs. 6 th grade will have keyboarding; 8 th grade Computer Program elective	General Fund 199-11	Principal Teacher Counselor	6 weeks intervals	Evaluate student products.
C. 8 th Grade 1:1 Netbook Initiative will continue to be implemented and improved.	General Fund 199-11	Admn., 8 th grade Teams	Sept. 1st	Records of materials purchased. Data from Initiative will be kept on site.
D. In each Reading classroom, provide a minimum of two computers to support the Accelerated Reader program.	General Fund 199-11	Core Departments and Instructional Technology Specialist	End of first Semester	Star, AR reports, student participation data
E. Professional development will be offered to increase teachers' knowledge of using technology as a tool to improve student success and increase implementation of technology in the classrooms.	General Fund 199-13 Title II, A 255-13 1000.00	Principal Instructional Technology Specialist	Dec. 1st	A record of training will be maintained in both the Central Office and the Campus Principal's Office.
F. Keyboarding and Computer Literacy will be a required course in the 6 th grade.	General Fund 199-13 Title II, A 255-13	Classroom teacher	Sept. 1st	Class Schedule, Lesson plans
G. Encourage teacher/student use of on-line instructional tools such as Gaggie, Google apps, schoology, etc.	General Fund 199-13 Title II, A 255-13	Dir. Of Tech Classroom teachers	Beginning of school year	Student product Lesson plans
H. Continue training and study of uses for iPod touches in the classrooms.	General Fund 199-13 Title II, A 255-13	Principal Dir. Of Tech	Throughout school year	Record of training and attendance will be maintained
I. Implement Visual Media elective course for 8 th graders.	General Fund 199-13 Title II, A 255-13	Principal Classroom teacher	Aug. 4th	Master Schedule Lesson plans

ACTION GOAL AREA VII: AT RISK

CAMPUS OBJECTIVE FOR 2011-2012: OVERALL PERFORMANCE AND GAIN WILL IMPROVE IN GRADES 6-8 TO OVER 90% FOR ALL SUBPOPULATIONS IN ALL TAKS AREAS, THUS REDUCING THE NUMBER OF STUDENTS WHO QUALIFY FOR AT RISK AND PROVIDE A SCHOOL CLIMATE THAT ENHANCES STUDENT OPPORTUNITIES FOR SUCCESS IN EDUCATION.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Specific Staff Development such as RTI, CScope, 5E lessons, classroom management, Springboard for all students, etc.	General Fund 199-13 CCRI 404-13 1000.00	Director of Special Programs	By August 1 st	Agendas and records of attendance, certifications kept on file
B. Provide parental involvement through mini-camps, orientations, CIC, PTO, parent information meetings, parent nights in addition to mandated parent meetings.	Activity Fund General Fund 199-11 200.00	Principal Asst. Principal Dept. Chairs Team Leaders	By August 1 st	Agendas and records of attendance, certifications kept on file
C. Expand counseling program to include components of students who qualify as at risk.	General Fund 199-33	Counselor	By September 1 st	Student records, AIP
D. Implement components of College Readiness Initiative Grant program that targets students who did not receive commended performance.	CCRI 404-11 80,000	Principal Asst. Principal Dept. Chairs Team Leaders	On or before Oct. 1 st	Contracted services through approved vendor list. Documentation of programs implemented.
E. Continue to encourage parental support and intervention strategies through team meetings with student, parent, team teachers, and administration.	Activity Funds General Fund 199-11	Principal Asst. Principal Dept. Chairs Team Leaders	As needed throughout year	Agendas and attendance records kept on file

DISTRICT GOAL AREA VIII: ENGLISH LANGUAGE LEARNERS

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 6-8, for all subpopulations defined in “Campus Performance Objective”, in TAKS by providing opportunities for success in developing needed language skills in all courses.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Campus level staff development will be provided that will enable teachers to implement English as a Second Language methodologies in their classrooms to support limited English proficient students through use of ELPs	Title III, 263-11	Dir. Of Special Programs Principal	On or before September 1 st	Documentation of all planned staff development activities will be maintained on site and in the Central Office including Staff Development Plan and record of all staff member's attendance. Analyses of BENCHMARK performance will be documented and maintained on site.
1. Selected teachers will attend various ESL Staff Development through Region XX ESC.	Title III, 263-11			
2. ESL Teacher will provide staff with strategic techniques to promote understanding and success for non-English speaking students.	Title III, 263-11			
B. ESL trained teachers will attend TAKS training in the areas of Reading and Writing.	CCRI 404-13 Title III, 263-11	Dir. Of Special Programs	February 1 st	Documentation of all planned staff development activities will be maintained on site
C. The Middle School Campus will provide the ESL program with an appropriate learning environment.	Title III, 263-11 General Fund 199-11	Principal	September 1 st	Master Schedule
D.ELPs, combining content and language into core curriculum, will be incorporated into lessons through CScope and teacher input.	General Fund 199-11 Title III, 263-11	Principal Classroom teachers	September 1 st	Lesson plans
E. Provide Parental Involvement via mini-camps, orientations, CIC, LPAC, PTO, ARD Meetings, and Parent Night.	General Fund 199-11 Title III, 263-11	Principal Vice Principal ESL teacher	As needed throughout year	Agendas and attendance records will be maintained
F. Provide an after school program in the subjects of Reading, Writing, and Math	Title III, 263-11	Dept. Chairs ESL teacher Team Leaders Principal	Dec. 1st	Agendas and attendance records
G.The CEI program will be maintained to encourage students to be successful.	General Fund 199-11 8,000.00	Principal	Every 6 weeks	Records of participating students
H.Brain-pop with ESL component	General Fund 199-11 Title III, 263-11 8,000.00	Principal Librarian	Every 6 weeks	Records of participating students
H.Targeted intervention during ESC II/III calendar	General Fund 199-11 800.00	Principal	April 1st	TAKS Data

DISTRICT GOAL AREA IX: DISCIPLINE **MANAGEMENT**

CAMPUS OBJECTIVE FOR 2011-2012: By maintaining good discipline, overall performance, will improve in grades6-8, for all subpopulations as defined in “Campus Performance Objective”, in TAKS as-well-as attendance rate, and drop-out rate.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. The Student Code of conduct shall be revised as necessary, implemented, and monitored at the campus level by site-based decision making entities.	General Fund 199-11	Vice Principal	On or before September 1 st	The Code of Student Conduct will be on file at all campuses and disseminated to all students and parents district wide.
B. Specific Staff Development like Behavior RTI, Guardian Program, ADHD and At-Risk Behaviors	General Fund 199-11 CCRI Grant 404-11 1000.00	Principal Vice Principal	Before the start of the school year	Staff Development Attendance Sheet.
C. Provide Parental Involvement via mini-camps, orientations, CIC, LPAC, PTO, ARD Meetings, and Parent Night, TEAM Meetings and staffings.	General Fund 199-11	Principal	Throughout school year as needed	Agendas and attendance records
D. Provide an after school program in the subjects of Reading, Writing, and Math, Science, and Social Studies.	General Fund 199-11 CCRI 404-11 8,000.00	Lead Teacher	On or before Feb. 3	Records of participating students
E. Implement DARE program in 7 th grade Social Studies.	Bandera County Sheriff's Dept.	Vice Principal	August 1, 2011	Lesson Plans.
F. Implement positive behavior recognition for students at Character Breakfasts based on Graduate Profile	Activity Fund 600.00	Principal Vice Principal Team Leaders	Every 6 weeks.	Attendance records
G. Bulldog Brags used by faculty and staff to recognize and promote positive behavior	Activity Fund 600.00	Principal Vice Principal Team Leaders	Sept., Feb., May	Records maintained in cafeteria PTO min, Attendance records
D. PTO Rewards to recognize and promote positive behavior	PTO	PTO president Principal Asst. Principal	Every 6 weeks	Advisory Lesson plans
E. Implement RTI for discipline to incorporate classroom management campus wide.	IDEA B 224-13 General Fund 199-13	Assistant Principal	On-going throughout 2011-2012	Discipline Records/Referrals
F. Implement aspects of Graduate Profile into core curriculum through word analysis and guest speakers.	General Fund 199-11 Activity Fund	Assistant Principal	On-going throughout	Lesson Plans

DISTRICT GOAL AREA X: ATTENDANCE RATE

CAMPUS OBJECTIVE FOR 2011-2012: Overall performance and gain will improve in grades 6-8 for all subpopulations in TAKS due to attendance rate increase from 95.4% to 96+%.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Parents of students absent from school will be telephoned the day of absence.	General Fund 199-11	Attendance clerk	Daily throughout year	1. Attendance Clerk Report
2. Warning letters will be sent after the first 3 weeks of school to every student who has 2 or more unexcused absences.	General Fund 199-11	Vice Principal Attendance clerk	By the 40 th day of school	2. Record of warning letters
3. Students and parents will be filed against with the Justice of the Peace for absences that violate compulsory school attendance law.	General Fund 199-11	Vice Principal Attendance clerk	3 week periods	3. Record of complaint forms
4. Students with continued absences will be sent notarized complaint against student and parent for promoting truancy.	General Fund 199-11	Vice Principal Attendance clerk	3 week periods	4. Record of complaint forms Attendance Clerk records
5. Attendance will be taken/reported every class period of every day.	General Fund 199-11	Attendance clerk	Daily throughout year	5.Attendance Clerk records
6. Grade level teams will monitor student attendance.	General Fund 199-11	Team Leaders Assistant Principal	3 week periods	6. Agendas and attendance records
7. Administration will continue to work with PTO to provide “Perfect Attendance Lunches” at the end of each six-weeks period.	General Fund 199-11	PTO president Principal Asst. Principal	6 weeks	7. Records of participating students
8..Continuation of perfect attendance drawing opportunity for perfect attendance each week after the TAKS test.	PTO funds	Principal Asst. Principal	May 1st	8.Attendance reports
9.ESC II/III days to be used to make up time for unexcused absences determined by ARC.	General Fund 199-11 CCRI 404-11 400.00	Team Leaders Asst. Principal ARC	June 1st	9.Attendance reports, agendas

ACTION GOAL AREA XI: DROPOUT PREVENTION/RECOVERY

2011-2012: Overall performance and overall gain will improve in grades 6-8, for all subpopulations defined in “Campus Performance Objective”, in TAKS by ensuring campus culture and climate that promotes students to continue educational goals.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>A. Expand counseling program to include career counseling and drug education components.</p> <p>1. Career counseling will be available to all students and parents.</p> <p>2. Career Day will be provided for all 8th grade students.</p> <p>3. D.A.R.E. program will be provided to all 7th grade students.</p> <p>4. Transitional resources/ graduation plan will be provided to 8th grade students for 9th grade during Social Studies courses after TAKS.</p> <p>5. Red Ribbon Week Campaign will be held, with all classes utilizing a Red Ribbon Week curriculum which is integrated with Reading, Math, and Writing TEKS.</p> <p>B. Tutoring program will be extended to all students exhibiting a pattern of multiple failures in core subjects.</p> <p>C.GT will conduct a Career Investigations curriculum focusing on student gifts and talents for students not affiliated with other campus activities.</p> <p>D.Continued support of all campus clubs/organizations.</p> <p>E.Provide Parental Involvement via mini-camps, orientations, CIC, LPAC, PTO, ARD Meetings, and Parent Night.</p> <p>F.Provide an after school program in the subjects of Reading, Writing, and Math, Science, SStudies</p>	<p>General Fund 199-33</p> <p>General Fund 199-11</p> <p>Activity Fund</p> <p>Bandera County Sheriff's Dept.</p> <p>General Fund 199-11</p> <p>Activity Fund – Student Council</p> <p>General Fund 199-11 Title III 263-11</p> <p>General Fund 199-11</p> <p>Activity Fund</p> <p>Activity Fund</p> <p>General Fund 199-11 CCRI 404-11 8,000.00</p>	<p>Principal</p> <p>Counselors</p> <p>Counselors</p> <p>Principal</p> <p>Principal</p> <p>Counselors and Team Leaders</p> <p>Principal Director of Curriculum & Instruction Counselor Classroom Teacher</p> <p>Vice Principal</p> <p>Principal Classroom Teachers</p> <p>Principal Classroom Teachers Lead Teacher</p>	<p>By August 1st</p> <p>August 1-May 30 (on going)</p> <p>By April 1st</p> <p>August 1st–May 1st</p> <p>August 1st–March 1st</p> <p>October 1-30</p> <p>By end of 1st Semester</p> <p>Through 2011-2012</p> <p>Aug. – May</p> <p>Throughout 2011-2012</p> <p>Throughout 2011-2012</p>	<p>A. Signed contract on file in Central Office.</p> <p>1. Records of conferences held will be on file in counselor's office.</p> <p>2. Announcements of, and agenda for, Career Day are posted in Principal's Office.</p> <p>3. Schedule of D.A.R.E. officer's classes on file in counselor and Principal's Office.</p> <p>4. Schedule of H.C.C.A.D.A. classes on file in Counselor and Principal's office.</p> <p>5. Lesson plans on file in Principal's office will reflect Red Ribbon Week curriculum employed; list of Red Ribbon Week activities on file in Principal's office.</p> <p>B. After School program plan and tutoring schedule will be available in Principal's office.</p> <p>C. Lesson Plans</p> <p>D. Roster of clubs</p> <p>E. Sign In Sheets</p> <p>F.Tutorial Sign In Sheets/Attendance</p>

DISTRICT GOAL AREA XII: SPECIAL EDUCATION

CAMPUS OBJECTIVE FOR 2011-2112: Overall performance and gain will improve in special education population in grades 6-8 for TAKS by providing services that ensure the least restricted environment and a free appropriate education to students with special needs.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
A. Develop a pilot program of inclusion for a higher level six-eighth grade students with special needs in the academic area of math, reading, and writing.	General Fund 199-11 IDEA B 244-11	Administrator, Campus Personnel	On or before August, 2008	A. Record of student achievement on Benchmarks and TAKS/SDAA
B. Acquire technology resources through AARA funds to enhance learning of students in core courses to include but not limited to additional computers, IPod Touches, Interactive Boards, printers, scanners, cameras, TV's with Interactive Wii stations for educational games.	IDEA B ARRA 283-11 \$50, 000	Campus Principal SPED Director	On or before April 1	Purchase orders
C. Implement screening process and RTI to assess gaps in learning vs. special needs.	IDEA B 244-11 IDEA B ARRA 283-11 MSTAR; RAPS 360; CBA;	Reading/Math dept. Chairs Team Leaders; principal	BOY, MOY, EOY	Data to be submitted to principal Campus calendar
D. Assemble a campus core team to train all staff on IDEA law and policy as well as RTI, ADHD, specialized training for SPED teachers and others, varied educational products, & technology like Bright Links, pod casting.	IDEA B 244-11 IDEA B ARRA 283-11	SpEd director; principal; CIC	On or before April 1	Record of attendance and certificates on file.
E. Implement case manager strategies that allow for data collection, teacher resources, and individual support for students.	IDEA B 244-11 IDEA B ARRA, 283-11	SpEd team leader; campus LSSP	On or before April 1	Data/ info kept on record
F. Implement Guardian Program to provide support to students who exhibit behavioral difficulties to increase the student's time in class and reduce the number of discipline referrals	IDEA B 244-11 IDEA B ARRA 283-11	SpEd team leader; campus LSSP	Throughout 2011-2012 School Year	Discipline Records, ARD documentation
G. Implement new curriculum in FLU	IDEA B 244-11 IDEA B ARRA 283-11	FLU teacher Director of SPED	Throughout 2011-2012 School Year	Lesson Plans Curriculum Documents