

Bandera Middle School

2017-18



BULLDOGS

Campus Improvement Plan

Campus Information:

Bandera Middle School is located at 1005 Cherry Street in the city of Bandera, Texas. Bandera Middle School is one of four schools in Bandera ISD, and one of two campuses located within the city limits of Bandera.

The socio economic status of students at Bandera Middle School is moderate, with Low SES student making up approximately 47% of the population. This rate compares with the overall district rate of 50%. The majority of the students at Bandera Middle School live in single family dwellings with a rapidly growing number living in non-traditional households. The student population at Bandera Middle School is comprised of 55% female and 45% male. The ethnicity of the student body is 32% Hispanic, <5% American Indian, 2% African American, 64% Anglo and 2% multi-racial. Eighty-eight percent of the student body is in the regular education program while 14% of the population qualifies for special education services.

The certified staff at Bandera Middle School include one Principal, one Assistant Principal, one Counselor, 8 ELA/Reading classroom teachers, 5 Math teachers, 5 Science teachers, 4 Social Studies teachers, 3 Special Education teachers, One Diagnostician/LSSP, 5 Music teachers, 1 Art teacher, 3 Physical Education teachers, and one Librarian. Classified staff includes 1 Principal's Secretary, 1 Office Clerk/Receptionist, 1 Attendance/PEIMS Clerk, and 1 Registered Nurse. There are 8 paraprofessionals, seven food service workers and four custodians. Years of teaching experience are:

Beginning Teachers = 12.1%

1-5 Years Experience = 11.5%

6-10 Years Experience = 18.7%

11-20 Years Experience = 29.8%

Over 20 Years Experience = 27.9%

There are approximately 10 students in Special Education Functional Living (Life Skills), 163 students in sixth grade, 178 students in seventh grade, and 168 students in eighth grade. Bandera Middle School received two academic distinctions by the state of Texas in 2013-14 (Mathematics, Top 25%). For 2014-15 Bandera Middle School received three academic distinctions by the State of Texas (Reading/ELA, Science, Post-Secondary Readiness). For 2015-16 Bandera Middle School received one Academic Distinction for Science. The faculty and staff at Bandera Middle School work diligently to maximize instructional time for every student. Bandera Middle School operates on an eight period school day with 44 minute class periods. Mathematics instruction is increased to include additional Math Labs for identified students. Reading instruction is increased to include a full 6th Grade focus, and additional Reading classes for identified students in 7th & 8th grade. Bandera middle school is in its fourth year of offering Science Technology, Engineering, & Mathematics (STEM) classes for identified students.

There is very limited industry in the Bandera Middle School attendance zone, most of which is directed at local needs such as restaurants, small retail stores and a variety of small service industries. Bandera County is primarily a tourist/recreation area whose industry is focused on service, tourism and hospitality. Most parents in the Bandera Middle School attendance zone commute to work in San Antonio or work within the county. Bandera ISD is the largest employer in Bandera County.

2016-2017

Campus Improvement Committee Members

Donald Tosh	Administration
Dayle Heiner	Administration
Courtney Casebier	Counselor/Non-Teaching Professional
Lori Bagwell	ELAR Department Chair
Kerri Derry	Math Department Chair
Erin Chambers	Special Education Department Chair
Cassie Simon	Science Department Chair/Curriculum Lead
Cheryl Carr	Social Studies Department Chair
Amy Kepp	Electives Department Chair
Suzy Groff	Library & Multimedia Services/Technology
Mrs. Kathy Vick	Parent
Susan Short	Parent
Shawn Groff	Business Member/Realtor
Will Smith	Business Member/Law Enforcement
Bonnie Bevers	Community Member/Youth Activity
Ed Sullivan	Community Member/Clergy

Table of Contents:

Goal 1: Reading

Goal 2: Mathematics

Goal 3: Writing

Goal 4: Science

Goal 5: Social Studies

Goal 6: Technology

Goal 7: At-Risk

Goal 8: English language Learners/Language Skills

Goal 9: Discipline

Goal 10: Attendance

Goal 11: Campus Culture/Climate

Goal 12: Special Education

Goal 13: Academic Distinctions

Goal 14: Teacher Retention & Training

Goal 15: Communication

Strategic Objective/Goal 1:	1. Campus Objective for 2017-18: Overall performance and gain will improve in grades 6-8, for all subpopulations in STAAR Reading to above 90% (UP FROM 88%) with focus on Sp. Ed., Hisp, and AR subpopulations.						
Performance Objective 1:	Continue to Increase Academic Distinction percentage to 50+%						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
<p>A. Campus-level REGULAR EDUCATION staff development activities will be designed to address ELAR TEKS and objectives surveyed and approved by the C.I.C.</p> <p>aa. Campus level SPECIAL EDUCATION staff development activities will be designed to address ELAR TEKS and objectives surveyed and approved by the C.I.C.</p> <div data-bbox="195 743 762 917" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Design / Provide Staff Development and Training opportunities to stay current on best practices for English Language Arts & Reading Teachers						
<p>B. The Accelerated Reader Program will be maintained in the campus-wide Reading Elective Classes to encourage students to read.</p> <div data-bbox="195 1141 762 1315" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>1. Campus will provide incentives to be used for ARP. 2. Teachers will target appropriate reading levels for individual students to improve reading comprehension. 3. Teachers and students will set 6 weeks and yearly reading goals for all students. 4. Diagnostic Testing through TMSFA or STAR Reading will be implemented BOY, MOY, EOY. 5. Program implementation will be aligned across ELAR department between Endorsed curriculum and Springboard. Creation of a Reading Room (Book Nook) to encourage reading.</p>						
All Students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair; Curriculum Lead	8/28/2017	6/6/2018	199-11 / 224-11	Documentation of all planned Staff development activities and record of all staff member's attendance.		
All Students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special	8/28/2017	6/6/2018	Library Activity 199-11	ARP records. Student participation records. Finance records. Report cards, STAR reports, Teacher		

		Education Dept. Chair;					records, Walkthrough data, Endorsed curriculum, Lesson Plans	
<p>C. Curriculum will be aligned with TEKS Objectives through Endorsed curriculum Scope and Sequence (VAD), with support from Campus Created Lessons and Activities.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Align curriculum							
	All students	Curriculum Director; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11		Endorsed curriculum and Lesson Plans	
<p>D. A periodic assessment formative of Student progress for TEKS objectives will be administered, Curriculum based assessments</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Benchmarks, Three Week/Unit Assessments, Six Weeks Assessments, and additional Periodic Assessments of progress will be administered and evaluated.							
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Charlotte	8/28/2017	6/6/2018	199-11		Analysis of Benchmark performance will be documented and maintained on site.	
<p>E. Participation in UIL Reading events will be encouraged.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	UIL Reading events will be encouraged, support materials will be provided, and time will be provided.							
	All Students	UIL Coordinat	8/28/2017	6/6/2018	199-11		Record of materials,	

		or; Vice-Principal				acquisition and entry fee	
<p>F. Continued department collaboration to combine ELA and Reading for 2016-2017 in 6th- 8th grade to help with vertical alignment across district.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Combine ELA and Reading.						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11		Department meeting agendas and master schedule
<p>G. Implementation of programs designed for college readiness through CollegeBoard/Springboard</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Implement college readiness programs						
	All students	Anderson, Cynthia; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11		Contracted service agreement from approved vendor list.
<p>H. Integration of technology into classrooms by Librarian Support in ELAR Classes.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence, Communication, Facilities & Operations</p> </div>	Librarian will meet with teachers and students to assist in the integration of technology into the ELAR classroom by teaching, providing portable technology, or hosting classes in the Library Lab to support the reading and writing curriculums.						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher;	8/28/2017	6/6/2018	199-11		Master schedule Lesson plans

	Reading Teacher, Librarian, Special Education Dept. Chair;						
<p>I. Regular education teachers will be provided the opportunity to gain certification and/or endorsement in G/T and ESL.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide opportunity for staff development						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	263-11 199-11 255-13	Documentati on of all planned Staff development activities and record of all staff member’s attendance.	
<p>J. Continue the Student Success Center.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide Content Mastery Course						
	SPED; All students	Principal, Vice-Principal	8/28/2017	6/6/2018	224-11	Records of participating students	
<p>K. Pre-AP English will be offered to encourage vigorous, challenging curriculum and to prepare students for High School AP classes.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Offer Pre-AP English Grades 6 th – 8 th						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11	Staff development records Lesson plans	

<p>L. Provide STAAR support tutorials, Lab Classes, & advisories for students who have not mastered the previous year's STAAR</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide STAAR tutorials & advisories in Reading, & Writing in grades 6 th – 8 th							
<p>M. Academic achievement will be assessed for each sub-pop group using benchmark assessment results.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Beginning of Year Assessment in Reading Grades 6 th – 8 th ; Benchmark testing will occur Mid-Year in all ELA&R classes in grade 6 th – 8 th	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11	Curriculum guide Benchmark results	
<p>N. All teachers teaching in core academic subjects will be highly qualified (fully certified)</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Business & Finance</p> </div>	All teachers are fully certified							
All students	Curriculum Director; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special	8/28/2017	6/6/2018	199-11	Teaching certifications			

	Education Dept. Chair;						
O. Provide parental involvement opportunities	Provide parental involvement via Meet the Teacher night, orientation, Parent informative meetings as needed, CIC, PTO, and Core Area Curriculum Parent Nights in addition to all mandated parent meetings.						
<div style="border: 1px solid black; padding: 5px;"> <p>Commisioner’s Strategic Priorities: 1, 2 , 3</p> <p>Superintendent/Board Goals: Communication</p> </div>	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11	Attendance records	
P. Provide elective Reading classes for all students to support the core curriculum.	Locally created TEKS based Reading classes utilizing individual student progress data to build curriculum in grades 6 th – 8 th .						
<div style="border: 1px solid black; padding: 5px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11	Agendas and attendance records	
Strategic Objective/Goal 2:	2. Campus Objective for 2016-2017: Overall performance and overall gain will improve in grades 6-8 for all subpopulations defined in "Campus Performance Objective," in STAAR Math to above 88% (Up From 85%) with focus on Sp. Ed. and AR.						
Performance Objective 2:	Improve Academic Distinction percentage to 25 % or better.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s)	Timeline	Timeli	Resources	Formative	Documented

		Responsible	Start	ne End	Human/Material/ Fiscal	Evaluation	
<p>A. Campus-level staff development activities will be designed to address TEKS Math objectives surveyed and approved by the CIC in RTI and Endorsed curriculum.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Design / Provide Staff Development and Training opportunities to stay current on best practices for Mathematics Teachers and continue to provide Staff with planning/working time to support core math instruction through a common planning period.						
	All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Documentation of all planned Staff Development activities will be maintained and record of all staff members attendance	
<p>B. Teachers will provide TIER II, III interventions</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide TIER II and TIER III interventions in class or in a pull-out setting.						
	All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11 / 224-11	Lesson Plans Teacher records Student participation records	
<p>C. Using the adopted textbooks and Endorsed curriculum Scope and Sequence of VAD, the math curriculum will reflect alignment across the district to TEKS and STAAR objectives.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Align curriculum across the district to STAAR and STAAR objectives, and provide the necessary support materials and services to accomplish this task.						
	All students	Curriculum Director; Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Teacher lesson plans Endorsed curriculum walkthrough data	
<p>D. Continue to provide graphing calculators for students in Grade 8.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide graphing calculators						
	All students	Brown, David; Principal; Math Dept. Chair;	8/28/2017	6/6/2016	199-11	Record of materials acquisition	

	Math Teacher						
E. Participating in UIL Math events will be encouraged and time will be provided.	Provide time and encouragement for participation in UIL events						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	UIL Coordinator, Vice-Principal	8/28/2017	6/6/2018	199-11	Record of materials acquisition and entry fee expenditure	
F. A periodic assessment of student progress for TEKS objectives will be administered and evaluated, disaggregated by sub-pops using Curriculum Based Assessments.	Benchmarks, Three Week/Unit Assessments, Six Weeks Assessments, and additional Periodic Assessments of progress will be administered and evaluated						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Data Record and Lesson Plans	
G. Content Student Success Center will be utilized.	Provide Content Master Course						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Sp. Ed; All Students	Galm, Patricia; Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	224-11	Record of students participating IEP	
H. Provide STAAR support tutorials & advisories for students who have not mastered the previous year's STAAR.	Provide Targeted STAAR advisories in Math in grades 6 th – 8 th						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Benchmark Results STAAR data TPM	

<p>I. All teachers teaching in core academic subjects will be highly qualified (fully certified).</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Business & Finance</p> </div>	<p>Ensure all core teachers are highly qualified</p>							
<p>J. . Provide elective Math Lab classes for identified struggling students and provide support material such as study guides and computer software to support the core curriculum.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Math Lab classes utilizing Direct Instruction, Study Island , Think-Through-Math, & CEI in grades 6th – 8th.</p>	<p>All students</p>	<p>Curriculum Director; Principal; Math Dept. Chair; Math Teacher</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>	<p>Teacher Certification Records</p>	
<p>K. Regular education teachers gain certification and/or endorsements in GT, advanced placement and/or Pre-AP.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Provide staff development Summer 2016, and Targeted Book Study Opportunities for staff training.</p>							
<p>L. Implementation of programs designed for college readiness through the CollegeBoard.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Implement College readiness guidelines</p>	<p>All students</p>	<p>Principal; Math Dept. Chair; Math Teacher</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>	<p>Attendance records STAAR data</p>	
<p>M. Provide parental involvement via Meet the Teacher</p>	<p>Encourage parental involvement</p>							

<p>night, orientations, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.</p> <p>Comissioner’s Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Communications</p>	<table border="1"> <tr> <td data-bbox="798 126 919 365">All students</td> <td data-bbox="919 126 1052 365">Principal; Math Dept. Chair; Math Teacher</td> <td data-bbox="1052 126 1169 365">8/28/2017</td> <td data-bbox="1169 126 1266 365">6/6/2018</td> <td data-bbox="1266 126 1491 365">199-11</td> <td data-bbox="1491 126 1652 365">Agendas and attendance records</td> <td data-bbox="1652 126 1908 365">Meet the Teacher Night 8/17/2016 CIC in 9/2016</td> </tr> </table>							All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Agendas and attendance records	Meet the Teacher Night 8/17/2016 CIC in 9/2016
All students	Principal; Math Dept. Chair; Math Teacher	8/28/2017	6/6/2018	199-11	Agendas and attendance records	Meet the Teacher Night 8/17/2016 CIC in 9/2016								
<p>Strategic Objective/Goal 3:</p>	<p>3. Campus Objective for 2016-2017: Overall performance and overall gain in equity performance will improve in grade 7, for all subpopulations to 75% (UP FROM 70%), focusing on Eco. Dis., AR, and Sp. Ed. as defined in "Campus Performance Objective," in STAAR Writing.</p>													
<p>Performance Objective 3:</p>	<p>Improve Distinguished Performance percentage to 25+%.</p>													
<p>Needs Assess.</p>	<p style="text-align: center;">Action Step(s)</p> <table border="1"> <thead> <tr> <th data-bbox="798 625 919 734">Sp. Pop</th> <th data-bbox="919 625 1052 734">Person(s) Responsible</th> <th data-bbox="1052 625 1169 734">Timeline Start</th> <th data-bbox="1169 625 1266 734">Timeli ne End</th> <th data-bbox="1266 625 1491 734">Resources Human/Material/ Fiscal</th> <th data-bbox="1491 625 1652 734">Formative Evaluation</th> <th data-bbox="1652 625 1908 734">Documented</th> </tr> </thead> </table>							Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented								
<p>A. Campus-level staff development activities will be designed to address TEKS writing objectives surveyed and approved by the CIC.</p> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	<p>Design / Provide Staff Development and Training opportunities to stay current on best practices for English Language Arts Teachers and continue to provide Staff with planning/working time to support core ELA&R instruction through a common planning period.</p> <table border="1"> <tr> <td data-bbox="798 857 919 1282">All Students</td> <td data-bbox="919 857 1052 1282">Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair</td> <td data-bbox="1052 857 1169 1282">8/28/2017</td> <td data-bbox="1169 857 1266 1282">6/6/2018</td> <td data-bbox="1266 857 1491 1282">199-11 / 224-11</td> <td data-bbox="1491 857 1652 1282">Documentati on of all planned staff development activities will be maintained and record of all staff members attendance.</td> <td data-bbox="1652 857 1908 1282"></td> </tr> </table>							All Students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11 / 224-11	Documentati on of all planned staff development activities will be maintained and record of all staff members attendance.	
All Students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11 / 224-11	Documentati on of all planned staff development activities will be maintained and record of all staff members attendance.									
<p>B. Provide students opportunities to develop language skills and enrich writing through the use of computer programs.</p> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Facilities & Operations</p>	<p>Provide CEI, and Study Island</p> <table border="1"> <tr> <td data-bbox="798 1344 919 1555">All students</td> <td data-bbox="919 1344 1052 1555">Principal; ELAR Dept. Chair; ELAR Teacher;</td> <td data-bbox="1052 1344 1169 1555">8/28/2017</td> <td data-bbox="1169 1344 1266 1555">6/6/2018</td> <td data-bbox="1266 1344 1491 1555">199-11</td> <td data-bbox="1491 1344 1652 1555">Teacher Records Student participation records</td> <td data-bbox="1652 1344 1908 1555"></td> </tr> </table>							All students	Principal; ELAR Dept. Chair; ELAR Teacher;	8/28/2017	6/6/2018	199-11	Teacher Records Student participation records	
All students	Principal; ELAR Dept. Chair; ELAR Teacher;	8/28/2017	6/6/2018	199-11	Teacher Records Student participation records									

	Reading Teacher, Librarian, Special Education Dept. Chair					
C. Participating in UIL writing events will be encouraged.	UIL Writing events will be encouraged and time will be provided to students					
Comissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	UIL Coordinator; Vice-Principal	8/28/2017	6/6/2018	199-11	Record of Materials acquisition and entry fee expenditure available on site
D. Periodic assessments of student progress for TEKS objectives will be administered and data will be disaggregated and evaluated by sub-pops.	Benchmarks, Three Week/Unit Assessments, Six Weeks Assessments, and additional Periodic Assessments of progress will be administered and evaluated.					
Comissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11	Analysis of benchmark performance will be documented and maintained on site ADM
E. Provide Student Success Center service.	Provide Content Mastery services					
Comissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Sp. Ed.	BISD SPED Director; Principal; Vice-Principal	8/28/2017	6/6/2018	224-11	Records of participating students
F. All teachers teaching in core academic subjects will be highly qualified (fully certified).	Ensure all teachers are fully certified					
	All	Curriculu	8/28/2017	6/6/2018	199-11	Teacher

<p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Business & Finance</p>	students	m Director; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair				certification records	
<p>G. Provide parental involvement via Meet the Teacher night, orientation, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.</p> <p>Comissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Communications</p>	Provide opportunities for parent involvement						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11	Agendas and attendance records	
<p>H. Provide a Writing Rubric for all classroom teachers to utilize to ensure a uniformed approach with consistent expectations for students to follow.</p> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	Create a Writing Rubric and train all teaching staff how to use it with consistency.						
	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11	Records of participating students STAAR data	

<p>I. Regular education teachers gain certification and/or endorsements in GT, Advanced Placement and/or Pre-AP.</p> <div data-bbox="193 250 758 423" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide opportunity for Staff Development							
<p>J. Provide Writing tutorials for struggling students to support the English Language Arts Curriculum.</p> <div data-bbox="193 651 758 813" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Create Writing tutorials to Support core instruction in grades 6 th -8 th .	All students	Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair	8/28/2017	6/6/2018	199-11	Staff Development files Endorsements on certifications	
<p>K. Implementation of programs designed for college readiness through CollegeBoard.</p> <div data-bbox="193 1138 758 1312" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Implement College Readiness programs							
		All students	Counselor ; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept.	8/28/2017	6/6/2016	199-11	Contracted service agreement from approved vendor list	

	Chair						
L. Integration of technology into ELAR curriculum through 8 th grade Technology elective course.	Provide Visual Media Class as elective choice for 8th grade students						
Commissioner's Strategic Priorities: 1, 2, 3 Superintendent/Board Goals: Facilities & Operations	All students	Principal; ELAR Dept. Chair; Librarian	8/28/2017	6/6/2018	199-11	Master schedule Lesson plans	
Strategic Objective/Goal 4:	4. Campus Objective for 2016-2017: Overall performance and gain will improve in grade 8, for all subpopulations in STAAR Science to above 75% (UP FROM 71%) with focus on Sp. Ed., Hisp., and AR subpopulations.						
Performance Objective 4:	Continue to Increase Distinguished Performance percentage to 50+%						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A. Campus-level staff development activities will be designed to address TEKS science objectives, surveyed and approved by the CIC.	Design / Provide Staff Development and Training opportunities to stay current on best practices for Science Teachers and continue to provide Staff with planning/working time to support core Science instruction through a common planning period.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	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 Study Island.	Provide Computer programs for all students (such as Study Island) to help develop science skills and support the core curriculum with specific focus on the following student sub-populations: Hispanic, Economically Disadvantaged.						
Commissioner's Strategic Priorities: 1, 2, 3 Superintendent/Board Goals: Academic Excellence	All students	Principal; Science Dept.	8/28/2017	6/6/2018	199-11	Teacher Record Technology	

	Chair; Science Teacher					Record	
C. Participating in UIL Science events will be encouraged.	Provide opportunities for UIL Science						
Commissioner's Strategic Priorities: 1, 2, 3 Superintendent/Board Goals: Academic Excellence	All students	UIL Coordinator; Vice-Principal	8/28/2017	6/6/2018	199-11	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.	Benchmarks, Three Week/Unit Assessments, Six Weeks Assessments, and additional Periodic Assessments of progress will be administered and evaluated						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	ADM data STAAR data Analysis of Formative Assessment performance will be documented and maintained on site.	
E. Provide Student Success Center service to support struggling students.	Provide Content Master services for all students with specific focus on the following student sub-populations: Hispanic, Economically Disadvantaged.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Sp. Ed.; All Students	BISD SPED Director Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	224-11	Record of student participation	
F. Provide Staff Development for Pre-AP courses.	Provide staff development opportunities for teachers to maintain their Gifted and talented certification						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Science Dept. Chair;	8/28/2017	6/6/2018	199-11	Staff Development Hours	

	Science Teacher						
G. Academic achievement will be assessed for each group using CBA results and the TAPR report.	Assess Academic achievement for all students every three weeks, with specific focus on the following student sub-populations: Hispanic, Economically Disadvantaged to include weekly Leadership Meeting updates from Department Chair.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Benchmark Results ADM AEIS Report	
H. All teachers teaching in core academic subjects will be highly qualified (fully certified).	All teachers are fully certified						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Curriculum Director; Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Teacher Certification records	
I. Provide parental involvement via Meet the Teacher night, Orientation, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.	Provide opportunities for Parent Involvement						
Commissioner's Strategic Priorities: 1, 2, 3 Superintendent/Board Goals: Communications	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Agendas and attendance records	
J. Provide after school tutorials in the subject of Science.	Provide tutorials						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence, Communications	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Records of participating students	
K. Regular education teachers gain certification and/or	Provide Staff development opportunities						

<p>endorsements in GT, Advanced Placement and/or Pre-AP.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Documentation of Training Endorsement certification will be maintained on site								
<p>L. Provide Science Advisories for struggling students to support the Science Curriculum.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Science Advisory classes in Grade 8.													
	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Student Participation & Grades								
<p>M. Continuation of implementation of vertical alignment across district through Endorsed curriculum using Vertical Alignment Document and Instructional Focus Documents when creating lessons.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Implement vertical alignment													
	All students	Principal; Science Dept. Chair; Science Teacher	8/28/2017	6/6/2018	199-11	Lesson Plans Walkthrough data								
<p>Strategic Objective/Goal 5:</p>	5. Campus Objective for 2015-2016: Overall performance and gain will improve in grades 6-8, for all subpopulations in STAAR Social Studies to above 65% (UP FROM 59%), with focus on Eco-Dis, Hispanic, and At-Risk subpopulations.													
<p>Performance Objective 5:</p>	Improve Distinguished Performance to 25% or higher.													
<p>Needs Assess.</p>	<p>Action Step(s)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">Sp. Pop</th> <th style="width: 15%;">Person(s) Responsible</th> <th style="width: 10%;">Timeline Start</th> <th style="width: 10%;">Timeli ne End</th> <th style="width: 20%;">Resources Human/Material/ Fiscal</th> <th style="width: 15%;">Formative Evaluation</th> <th style="width: 10%;">Documented</th> </tr> </thead> </table>							Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented								
<p>A. Campus-level staff development activities will be designed to address Social Studies TEKS Objectives, such as endorsed curriculum alignment and RTI, surveyed and approved by the CIC.</p>	Design / Provide Staff Development and Training opportunities to stay current on best practices for Social Studies Teachers and continue to provide Staff with planning/working time to support core Social Studies instruction through a common planning period.													
	All students	Principal; Social Studies	8/28/2017	6/6/2018	199-11	Documentation of all planned staff								

<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>		Teacher; Social Studies Dept. Chair;				development activities will be maintained on site and in the Central Office, including Staff Development Plan and record of all staff members' attendance	
<p>B. Provide students opportunities to develop social studies knowledge and skills by purchasing support materials and through the use of computer programs such as Brain-Pop, and Study Island.</p>	Provide computer programs						
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Teacher Record Technology Record	
<p>C. Participating in UIL social studies events will be encouraged.</p>	Provide student opportunities for UIL events						
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	All students	UIL Coordinator; Vice-Principal	8/28/2017	6/6/2018	199-11	Record of Materials Acquisition and entry fee expenditure available on site	
<p>D. Periodic assessments of student progress for TEKS social studies objectives will be administered and data will be disaggregated and evaluated by sub-pops.</p>	Benchmarks, Three Week/Unit Assessments, Six Weeks Assessments, and additional Periodic Assessments of progress will be administered and evaluated.						
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Analyses of Formative Assessment performance will be documented and maintained	

						on site.	
E. Provide Student Success Center service.	Provide CMC for all students with specific focus on the following student sub-populations: Hispanic, Economically Disadvantaged to include progress & participation updates submitted to administration every 6 weeks.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Sp. Ed.; All Students	BISD SPED Director Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	224-11	Record of Students participating	
F. Provide Staff Development for Pre-AP courses.	Provide staff development opportunities for teachers to maintain their Gifted and talented certification						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Staff Development Hours	
G. Academic achievement will be assessed for each group using Curriculum Based Assessment, Benchmark Results, and Administrative Reports.	Assess Academic achievement for all students every three weeks, with specific focus on the following student sub-populations: Hispanic, Economically Disadvantaged to include weekly Leadership Meeting updates from Department Chair.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Benchmark Results AEIS Report	
H. All teachers teaching in core academic subjects will be highly qualified (fully certified).	All teachers will be fully certified						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Curriculum Director; Principal;	8/28/2017	6/6/2018	199-11	Teacher certifications	

	Social Studies Teacher; Social Studies Dept. Chair;						
I. Provide parental involvement via Meet the Teacher night, orientation, Parent informative meetings as needed, CIC, PTO, and Parent Night in addition to all mandated parent meetings.	Provide opportunities for parent involvement						
Comissioner's Strategic Priorities: 1, 2, 3 Superintendent/Board Goals: Academic Excellence. Communications	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Agendas and attendance records	
J. Provide Targeted Advisory Classes and after school tutorials for struggling learners in the subjects of Social Studies.	Provide Advisory classes and tutoring opportunities in grades 6 th – 8 th .						
Comissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Records of participating students	
K. Regular education teachers gain certification and/or endorsements in GT, Advanced Placement and/or Pre-A.P.	Provide staff development opportunities						
Comissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	All students	Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Documentati on of Training, Endorsement certification will be maintained on site.	
L. Continuation of implementation of vertical alignment across district through Endorsed curriculum using	Continue implementing vertical alignment using Endorsed curriculum, and providing the necessary curricular materials and services to accomplish this task.						

<p>Vertical Alignment Document and Instructional Focus Documents when creating lessons.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Curriculum Director; Principal; Social Studies Teacher; Social Studies Dept. Chair;	8/28/2017	6/6/2018	199-11	Lesson Plans Walkthrough data	
Strategic Objective/Goal 6:	6. Campus Objective for 2016-2017: Overall performance will improve in grades 6-8, for all subpopulations as defined in "Campus Performance Objective," in STAAR Reading, Math, and Writing, Science, and Social Studies through intensive use of Technology .						
Performance Objective 6:	Intensive use of technology will enhance lessons and learning in core courses.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
<p>A. Acquire compatible, upgradeable hardware & software that supports the core curriculum, including ESL & SPED.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Acquire hardware/software that supports core curriculum for instruction, observation, and intervention purposes.						
	All students	Technology Director, Principal; Vice-Principal; Librarian; Science Dept. Chair; Technology Teacher,	8/28/2017	6/6/2018	199-11	Technology Dept. will provide updated lists of available software. Teacher surveys regarding available software will be on file. records of purchase on file on site.	
<p>B. 8th Grade Science ChromeBook Initiative will continue to be implemented and improved.</p>	Provide ChromeBook Carts for English Language Arts instruction grades 6 th – 8 th .						
	8th grade students	Brown, David; Principal; Vice-	8/28/2017	6/6/2018	199-11	Records of materials purchased. Data from	

<p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence, Facilities & Operations</p>		Principal; Librarian; Science Dept. Chair; Technology Teacher,				Initiative will be kept on site.	
<p>C. 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.</p>	Provide opportunities for Professional Development prior to the school year beginning.						
<p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence, Facilities & Operations</p>	All students	Principal; Vice-Principal; Librarian; Science Dept. Chair	8/28/2017	6/6/2018	199-11	A record of training will be maintained in both the Central Office and the Campus Principal's Office.	
<p>D. Encourage teacher/student use of on-line instructional tools such as Google; Google Classroom, Google Drive; Google Docs; Think-Through-Math; Accelerated Math; Study Island; etc...</p>	Provide online instructional tools & training to students and staff.						
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	All students	Principal; Vice-Principal; Librarian; Science Dept. Chair	8/28/2017	6/6/2018	199-11	Student product Lesson Plans	
<p>E. Rebuild Computer Lab #1 in Room C203.</p>	Replace and/or rebuild Lab with 30 workstations of PC's or ChromeBoxes.						
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Facilities & Operations</p>	All students	Principal; Vice-Principal; Librarian; Science Dept. Chair	8/28/2017	6/6/2018	199-11		
<p>Strategic Objective/Goal 7:</p>	7. Campus Objective for 2016-2017: Overall performance and gain will improve in Grades 6-8 to over 70% for all subpopulations in all STAAR Level II 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.						
<p>Performance Objective 7:</p>	Reduce the number of students who qualify for At-Risk and provide a school climate that						

	enhances student opportunities for success in education.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
A. Specific Staff Development including, but not limited to: RTI, Endorsed Curriculum (UBD, TCMPC, Learning Scales), 5E lessons, Classroom Management, Springboard, PLC, AWARE, Project Share, etc... for all pertinent BMS Staff.	Design / Provide Staff Development and Training opportunities to stay current on best practices for Counselor, Teachers, Aides, & Auxiliary Instruction Personnel.						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Principal; Vice-Principal; All BMS Instructional Staff	8/28/2017	6/6/2018	199-11	Agendas and records of attendance, certifications kept on file	
B. Expand counseling program to include components of students who qualify as at risk.	Provide training and student accommodation material/information for BMS Counselor to stay current on Counseling Issues & Programs, Scheduling, Academic Guidance, College and Career Readiness, and other At-Risk Student Issues.						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Anderson, Cynthia; Principal; Vice-Principal	8/28/2017	6/6/2018	199-11	Student records, AIP	
C. Implement components of College Readiness Initiative program to include, but not limited to: Student Advisory Lessons, Student Portfolios, Guest Speakers, College Study Trips, Student Assemblies, etc...	Implement components of College and Career Readiness to support BMS student's academic success.						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All Students	Principal; Vice-Principal; Anderson, Cynthia	8/19/2015	6/6/2016	199-11	Contracted services through approved vendor list. Documentation of programs implemented.	
D. Continue to encourage parental support and intervention strategies through team meetings with student, parent, team teachers, and administration.	Encourage parental support and intervention strategies						

<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	All students	Principal; Vice-Principal; Math Dept. Chair; ELAR Dept. Chair; Sci Dept. Chair; SS Dept. Chair Electives Dept. Chair; Counselor	8/19/2015	6/6/2016	199-11	Agendas and attendance records kept on file								
<p>Strategic Objective/Goal 8:</p>	<p>8. Campus Objective for 2016-2017 Overall performance, overall gain, equity performance, and equity gain will improve in grades 6-8, for all subpopulations defined in "Campus Performance Objective", in STAAR by providing opportunities for success in the acquisition of English Language skills in all courses.</p>													
<p>Performance Objective 8:</p>	<p>Provide opportunities for success in developing needed language skills in all courses.</p>													
<p>Needs Assess.</p>	<p style="text-align: center;">Action Step(s)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">Sp. Pop</th> <th style="width: 15%;">Person(s) Responsible</th> <th style="width: 10%;">Timeline Start</th> <th style="width: 10%;">Timeli ne End</th> <th style="width: 20%;">Resources Human/Material/ Fiscal</th> <th style="width: 15%;">Formative Evaluation</th> <th style="width: 10%;">Documented</th> </tr> </thead> </table>							Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented								
<p>A. Campus level staff development will be provided to enable teachers to implement English as a Second Language (ESL) methodologies in their classrooms to support limited English proficient students through use of the Texas English Language Proficiency Standards.</p>	<p>1. Selected teachers will attend Staff Development through Region XX ESC. 2. ESL Teacher will provide staff with strategic techniques & strategies to promote understanding and success for students in which English was not their first language learned.</p>													
<p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	ESL/ELL	Curriculum Director ; Vice-Principal; Price, Jeannette	8/28/2017	6/6/2018	263-11	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.	
<p>B. English Language Learners will be provided instruction which supports the development of reading, written and oral fluency in English and will show progress in their performance on all state assessments in core subjects by improving overall scores by 10%.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	ESL teacher will attend up to date/relevant trainings as determined by BMS Administration & BISD Curriculum Director.						
	ELL/ESL	Curriculum Director; Vice-Principal; Campus ESL Lead	8/28/2017	6/6/2018	263-11		Documentation of all planned staff development activities will be maintained on site.
<p>C. Provide a multi-grade level ESL Language Arts Support Class for qualifying ESL students.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Create ELA&R ESL section to ensure appropriate learning environment is being provided to qualifying ESL students using the approved ELA&R core curriculum.						
	ESL/ELL	Principal; Vice-Principal; Counselor Campus ESL Lead	8/28/2017	6/6/2018	263-11		Master Schedule
<p>D. ELP's, combining content and language into core curriculum, will be incorporated into lessons through Endorsed curriculum and teacher input.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Incorporate ELP's into core curriculum through Lesson Planning, and daily classroom postings in all Core Curriculum Classes of the ELPS.						
	ESL/ELL	Principal; Vice-Principal; Counselor	8/28/2017	6/6/2018	263-11		Lesson Plans, Daily/Weekly postings of

		Campus ESL Lead; All BMS Core Teaching Staff				ELPS in classrooms	
E. Provide Parental Involvement trainings through: Mini-Camps, Orientations, CIC, LPAC, PTO, ARD Meetings, and Parent Night.	Provide opportunities for parental involvement						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Communications</p> </div>	ESL/ELL	Principal; Vice-Principal; Counselor Campus ESL Lead;	8/28/2017	6/6/2018	199-11	Agendas and attendance records will be maintained	
F. The CEI program will be maintained to focus on remedial skills to give struggling students the needed support to be successful.	Provide CEI program for Mathematics & Reading Practice and Support.						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	ESL/ELL	Principal; Math Dept. Chair; ELAR Dept. Chair; Wilson, Monica	8/28/2017	6/6/2018	199-11	Records of participating students	
G. Targeted intervention during extended calendar (IF NEEDED)	Extended year intervention (On-going evaluation to determine need)						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	ESL/ELL	Principal; Vice-Principal; Counselor Campus ESL Lead	8/28/2017	6/6/2018	199-11 263-11	STAAR Data	
Strategic Objective/Goal 9:	9. Campus Objective for 2015-2016: By maintaining good Discipline , overall performance will improve in grades 6-8, for all subpopulations as defined in "Campus Performance Objective", in STAAR as well as Attendance Rate , and drop-out rate.						
Performance Objective 9:	Maintain good discipline and attendance rate above 95.3% for the 2017-18 school year.						

Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
<p>A. The Student Code of conduct shall be revised as necessary, implemented, and monitored at the campus level by site-based decision making entities.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Revise student code of conduct, implement and monitor.						
	All students	Vice-Principal	8/28/2017	6/6/2018	199-11	The Code of Student Conduct will be on file at all campuses and disseminated to all students and parents district wide.	
<p>B. Specific Staff Development in the areas of, but not limited to: Classroom Discipline, Personnel, District Policies & Procedures, Texas Education Code, Emergency Preparedness, Attendance, etc...</p> <p>bb. Specific Special Education Staff Development</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Facilities & Operations</p> </div>	Design / Provide Staff Development and Training opportunities to stay current on best practices for all BMS Administration, Administrative Interns, Teachers & Auxiliary Staff.						
	All students	Principal; Vice-Principal; BISSD SPED Director	8/28/2017	6/6/2018	199-11 / 224-11	Staff Development Attendance sheet	
<p>C. Provide Parental Involvement via orientations, CIC, LPAC, PTO, ARD/Staffing Meetings, Grade Level Team/Dept. Meetings, and Parent/Student Showcase Night.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence, Communications</p> </div>	Provide opportunities for parent involvement.						
	All students	Principal; Vice-Principal; Counselor	8/28/2017	6/6/2018	199-11	Agendas and attendance records	
<p>D. Continue partnership with the Boy’s & Girl’s Club of Bandera County to support an after school program with an academic focus in the subjects of Reading, Writing, Math, Science and Social Studies.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide after school bus transportation and Reading Assistance through Accelerated Reading Program to off-site B&G Club program.						
	All students	Vice-Principal;	8/28/2017	6/6/2018	199-11	Records of participating	

		Counselor				students		
<p>E. Continue to implement Emergency Preparedness & Drug Awareness/Substance Abuse Training utilizing local law Enforcement and Emergency Agencies.</p> <div data-bbox="191 342 758 500" style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Communications, Facilities & Operations</p> </div>	<p>Provide student and staff training opportunities for Drug & Substance Abuse, Violence, and Emergency Preparedness; Accommodate Local Law Enforcement Agency Inspections.</p>							
<p>F. Implement positive behavior recognition for students at End-of-Year Banquet based on Graduate Profile.</p> <div data-bbox="191 1073 758 1230" style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Implement positive behavior recognition and opportunities for parental involvement.</p>	All students	Vice-Principal; Bandera County Sheriff's office, Bandera City Marshal's Office; Bandera County Emergency Medical Services; Bandera County Emergency Response Team;	8/28/2017	6/6/2018	199-11	Administrative, EMS, & Law Enforcement Agency Documentation	
	All students	Principal; Vice-Principal; All Staff	8/28/2017	6/6/2018	199-11	Attendance Record		

<p>G. Implement RTI trainings & updates for teachers to assist in classroom management techniques, student discipline interventions, and data collection campus-wide.</p>	<p>Provide training and awareness for BMS staff to address disciplinary issues and classroom management.</p>						
<div style="border: 1px solid black; padding: 5px;"> <p>Comissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>All students</p>	<p>Vice-Principal; Science Dept. Chair; Math Dept. Chair; Electives Dept. Chair; Social Studies Dept. Chair; ELAR Dept. Chair</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11 / 224-11</p>	<p>Student records</p>	
<p>H. Implement aspects of Graduate Profile into daily life of the campus through classroom Graduate Profile</p>	<p>Implement aspects of Graduate Profile into the classroom & campus with classroom lessons, campus projects, student recognitions, and study trip opportunities & speakers.</p>						

<p>analysis, Artwork throughout the campus, and guest speakers.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All Students	Vice-Principal; Counselor Science Dept. Chair; Math Dept. Chair; Electives Dept. Chair; Social Studies Dept. Chair; ELAR Dept. Chair	8/28/2017	6/6/2018	199-11	Advisory Lesson Plans	
---	--------------	---	-----------	----------	--------	-----------------------	--

Strategic Objective/Goal 10: 10. Campus Objective for 2016-2017: Overall **Attendance** performance and gain will improve in grades 6-8 for all subpopulations in STAAR from 95.01% to over 95.5%.

Performance Objective 10: Improve attendance rate from **95.27% (CURRENT)** to 95.50% or better for the 2016-2017 school year.

Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented

1. Parents of students absent from school will be telephoned the day of absence.

<p>1. Parents of students absent from school will be telephoned the day of absence.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Communications</p> </div>	All students	Vice-Principal; PEIMS Clerk, ISS Aide	8/28/2017	6/6/2018	199-11	Attendance reports	
---	--------------	---------------------------------------	-----------	----------	--------	--------------------	--

2. Warning letters will be sent after the first 6 weeks of school to every student who has 2 or more unexcused absences for the 6 weeks period.

<p>2. Warning letters will be sent after the first 6 weeks of school to every student who has 2 or more unexcused absences for the 6 weeks period.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Communications</p> </div>	All students	Vice-Principal;	8/28/2017	6/6/2018	199-11	Record of warning	Warning letters sent on 10/5/15
--	--------------	-----------------	-----------	----------	--------	-------------------	---------------------------------

Commissioner's Strategic Priorities: 1, 2

Superintendent/Board Goals: Academic Excellence, Communications

		PEIMS Clerk, ISS Aide				letters	
<p>3. Students and parents will be filed against with the Justice of the Peace for absences that violate compulsory school attendance law.</p> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Communications, Facilities & Operations</p>	File violations with Justice of the Peace						
	All students	Vice-Principal	8/28/2017	6/6/2018	199-11	Record of complaint forms	
<p>4. Students with continued absences will be sent notarized complaint against student and parent for promoting truancy.</p> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence, Communications, Facilities & Operations</p>	Send notarized complaints						
	All students	Vice-Principal	8/28/2017	6/6/2018	199-11	Record of complaint forms Attendance Clerk records	
<p>5. Attendance will be taken reported every class period of every day.</p> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	Attendance taken every class period						
	All students	Vice-Principal ; PEIMS Clerk BMS Teaching Staff	8/28/2017	6/6/2018	199-11	Attendance Clerk records	
<p>6. Departments/Teams will assist in the monitoring of student attendance.</p> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p>	Monitor student attendance						
	All Students	Vice-Principal;; Math Dept. Chair; ELAR Dept. Chair; Science Dept. Chair; Social	8/28/2017	6/6/2018	199-11	Agendas and attendance records	Leadership Meeting reports to admin. every Monday

	Studies Dept. Chair; Electives Dept. Chair						
7. Administration will provide school time incentives such as: outside dining, extended play time, gymnasium time, attendance parties, prizes, recognition events for Perfect Attendance at the end of each six-week's period.	Provide perfect attendance rewards for students meeting the criteria						
<div style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Vice-Principal	8/28/2017	6/6/2018	199-11	Record of participating students	
8. ESCII/III days to be used to make up time for unexcused absences determined by ARC.	Make up unexcused absences during ESC II/III						
<div style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	All students	Vice-Principal; Math Dept. Chair; ELAR Dept. Chair	8/28/2017	6/6/2018	199-11	Attendance reports Agendas	
Strategic Objective/Goal 11:	11. Campus Objective for 2016-2017: Overall performance and overall gain will improve in grades 6-8, for all subpopulations defined in "Campus Performance Objective" in STAAR.						
Performance Objective 11:	Overall performance will improve by ensuring campus Culture and Climate that promotes students to continue educational goals.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
A. Continue the expansion of counseling program to include college and career counseling, Self-Improvement, and drug education components.	1. Career counseling will be available to all students and parents. 2. Career Day & College Study Trips will be provided for 7 th & 8 th grade students. 3. Drug/Substance Abuse Awareness trainings will be provided to students. 4. College & Career Transitional Resources/graduation plan/portfolio will be provided to 8th grade students for 9th grade during Social Studies courses after STAAR. 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, No Place For hate Campaign, and Bully Busters Support Group will be offered.						
<div style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence, Facilities & Operations</p> </div>	All	Principal;	8/28/2017	6/6/2018	199-11	Signed	

	Students	Counselor ; Vice-Principal; Counselor				contract on file in Central Office. Records of conferences held, Agendas for Career Day, DARE information on file, Schedule of HCCADA classes on file, Lesson plans	
<p>B. Continue to offer accelerated program opportunities to qualifying Gifted and Talented Students such as but not limited to: Study Trips, Accelerated STEM & Robotics Programs, NASA & Science Research.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Provide Gifted and Talented Students with an Advisory period and multiple study and research opportunities throughout the school year.						
	G & T Students	Principal; Vice-Principal; Counselor ; GT Campus Lead; STEM Teacher	8/28/2017	6/6/2018	199-11	Record of student participation.	
<p>C. 8th Grade Classes will participate in a Career Inventory curriculum and ReadStep Testing focusing on student interests to enhance post secondary educational participation.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2, 3</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Conduct Career Inventory Training, and ReadStep testing for students in 8 th grade to assist in secondary and post-secondary educational guidance.						
	All students	Principal; Vice-Principal; Counselor	8/28/2017	6/6/2018	199-11	Attendance records	
<p>D. Continued support of all campus clubs/organizations/events/& Classroom Initiatives.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Support campus clubs and organizations through active recruiting and publicized messages for students to become a part of a structured student activity outside of the school curriculum.						
	All students	Vice-Principal ; Counselor	8/28/2017	6/6/2018	199-11	Attendance Records	Student Council Luncheon -School Dances -Cities in Space

<p>E. Provide Leadership Opportunities for staff to accept additional responsibilities.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>			8/28/2017	6/6/2018	199-11	Training & Event Attendance Records	Competition -
All students							Vice-Principal ; Counselor
<p>Strategic Objective/Goal 12:</p>	<p>12. Campus Objective for 2016-2017: Overall performance and gain will improve in the Special Education population in grades 6-8 for STAAR to meet a performance rate of 50%+ in the areas of Reading and Mathematics.</p>						
<p>Performance Objective 12:</p>	<p>Provide services that ensure the least restricted environment and a free appropriate education to Students with Special Needs.</p>						
<p>Needs Assess.</p>	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/ Fiscal	Formative Evaluation	Documented
<p>A. Continue to provide identified 6th-8th grade special needs students with grade level, TEKS based instruction in the general education setting.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	Special Ed, Regular Ed	Principal; BISD SPED Director; Vice-Principal; Special Education Dept. Chair; Mitchell, Michelle; All BMS Teaching Staff	8/28/2017	6/6/2018	224 -11, 199-11	Record of student achievement on Benchmarks and STAAR/SD AA	

<p>B. Continue to acquire technology resources through federal funds to enhance learning of students in core courses.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Acquire technology (Hardware & Software) to enhance core and elective individual student instruction throughout the campus.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Special Ed</td> <td style="width: 15%;">Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair</td> <td style="width: 10%;">8/28/2017</td> <td style="width: 10%;">6/6/2018</td> <td style="width: 15%;">ARRA Funding, 224-11</td> <td style="width: 10%;">Purchase orders</td> <td style="width: 10%;"></td> </tr> </table>							Special Ed	Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair	8/28/2017	6/6/2018	ARRA Funding, 224-11	Purchase orders	
Special Ed	Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair	8/28/2017	6/6/2018	ARRA Funding, 224-11	Purchase orders									
<p>C. Provide Trainings for General and Special Education Teachers on strategies to close the performance gap between student populations.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Bord Goals: Academic Excellence</p> </div>	<p>Offer training opportunities to enhance learning and close the performance gap in all core content areas, & Technology.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Special Ed Regular Ed</td> <td style="width: 15%;">Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair; Anderson, Cynthia; Price, Jeannette</td> <td style="width: 10%;">8/28/2017</td> <td style="width: 10%;">6/6/2018</td> <td style="width: 15%;">199-11, 224-11</td> <td style="width: 10%;">Attendance Records</td> <td style="width: 10%;"></td> </tr> </table>							Special Ed Regular Ed	Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair; Anderson, Cynthia; Price, Jeannette	8/28/2017	6/6/2018	199-11, 224-11	Attendance Records	
Special Ed Regular Ed	Principal, BISD SPED Director; Vice-Principal; Special Education Dept. Chair; Anderson, Cynthia; Price, Jeannette	8/28/2017	6/6/2018	199-11, 224-11	Attendance Records									
<p>D. Attend district trainings for all staff on IDEA law and policy.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>As available, Staff will attend SPED training to ensure compliance with IDEA.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Special Ed</td> <td style="width: 15%;">BISD SPED Director; Principal</td> <td style="width: 10%;">8/28/2017</td> <td style="width: 10%;">6/6/2018</td> <td style="width: 15%;">224</td> <td style="width: 10%;">Record of attendance and certificates on file</td> <td style="width: 10%;"></td> </tr> </table>							Special Ed	BISD SPED Director; Principal	8/28/2017	6/6/2018	224	Record of attendance and certificates on file	
Special Ed	BISD SPED Director; Principal	8/28/2017	6/6/2018	224	Record of attendance and certificates on file									
<p>E. Implement case manager strategies that allow for data collection, teacher resources, and individual support for students.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Commisioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>Equitably distribute case loads, and implement case manager strategies to support SPED teachers in managing students in the SPED program.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Special Ed</td> <td style="width: 15%;">Special Education Dept. Chair; BISD</td> <td style="width: 10%;">8/28/2017</td> <td style="width: 10%;">6/6/2018</td> <td style="width: 15%;">224</td> <td style="width: 10%;">Data/info kept on record</td> <td style="width: 10%;"></td> </tr> </table>							Special Ed	Special Education Dept. Chair; BISD	8/28/2017	6/6/2018	224	Data/info kept on record	
Special Ed	Special Education Dept. Chair; BISD	8/28/2017	6/6/2018	224	Data/info kept on record									

		SPED Director, BMS LSSP					
--	--	----------------------------------	--	--	--	--	--

Strategic Objective/Goal 13: 13. Campus Objective for 2016-2017: Overall performance and overall gain will improve in grades 6-8, for all subpopulations defined in "Campus Performance Objective" in STAAR.

Performance Objective 13: Increase academic distinction from 3 distinctions to 4 out of 7 distinction (50% or higher.)

Needs Assess.	Action Step(s)					
	Sp. Pop	Person(s) Responsible	Timeli ne Start	Timeli ne End	Resources Human/Material/ Fiscal	Formative Evaluation

A. Continue to provide relevant training to ensure all staff understand the BMS Accountability Summary. Staff training through email communications, Faculty Meeting, and designated Staff Development days to keep staff current on state accountability issues and campus standing.

Commisioner’s Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Special Ed, Regular Ed	Principal; BMSD SPED Director; Vice-Principal; Special Education Dept. Chair; All BMS Teaching Staff	8/28/2017	6/6/2018	224 -11, 199-11	Record of student achievement on Benchmarks and STAAR/SD AA	
---	------------------------	--	-----------	----------	-----------------	---	--

B. - Improve distinguished student performance on campus by educating students on the STAAR Accountability System, and the necessary steps to ensure distinguished success on STAAR Assessments. Increase the percentage of students scoring in the Level III (Distinguished) ranges on all STAAR assessments in grade 6th-8th.

Commisioner’s Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Special Ed	Principal, BMSD SPED Director; Vice-Principal; Special Education Dept.	8/28/2017	6/6/2018	199-11, ARRA Funding, 224-11		
---	------------	--	-----------	----------	------------------------------	--	--

		Chair					
C. Continue staff position on campus for curricular support in all four core academic subjects.	Create Curriculum Lead position to assist Administration in the development, implementation, and sustainment of a viable curriculum that will benefit all students and staff.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence	Special Ed Regular Ed	Principal, Vice-Principal; Curriculum Lead	8/28/2017	6/6/2018	199-11, 224-11	Records of Student Achievement; Staff Training Records & Attendance sheets,	

Strategic Objective/Goal 14:	14. Campus Objective for 2016-2017: Ensure the campus is staffed with Highly Qualified (HQ) teachers to meet and/or maintain 100% campus effectiveness.						
Performance Objective 14:	Continue to post campus teaching vacancies and increase Highly Qualified teachers to meet 100% staffing.						
Needs Assess.	Action Step(s)						
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	
A. Work with District Staffing Coordinator to attract and retain Highly Qualified teachers.	1. Collaborate with Human Resources to identify staffing needs so that HQ candidates are available.						
Commissioner's Strategic Priorities: 1, 2 Superintendent/Board Goals: Academic Excellence, Business & Finance	All Students	Principal; Dept. Chairs; Curriculum Director	8/28/2017	6/6/2018	199-11 / 224-11		
	2. Continue to pay for existing teaching staff to retrain and retest for HQ certifications based on campus needs (as approved by BISD/BMS Administration).						
	All Students	Principal; Dept. Chairs; Curriculum Director	8/28/2017	6/6/2018	199-11		

B. Assist new teachers with needed campus support to provide a smooth transition into their new assignment.

Commissioner's Strategic Priorities: 1, 2

Superintendent/Board Goals: Academic Excellence

1. Assign Mentor Teachers to first and second year teachers new to the campus to provide teachers with a point of contact to help with support of all campus systems, practices, and requirements.

All Teachers	Principal; Dept. Chairs;	8/28/2017	6/6/2018	199-11	
--------------	--------------------------	-----------	----------	--------	--

2. Continue to provide targeted, high quality professional development in all content and elective areas to teachers.

All Teachers & Curriculum Support Staff	Curriculum Director; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;	8/28/2017	6/6/2018	199-11	
---	--	-----------	----------	--------	--

3. Conduct regularly scheduled Faculty Meetings to keep teachers informed of campus information.

All students	Principal; Dept. Chairs; Librarian,	8/28/2017	6/6/2018	199-11	
--------------	-------------------------------------	-----------	----------	--------	--

4. Provide Leadership Opportunities to teachers to support verticle professional growth.

All Students	Principal; Vice-Principal	8/28/2017	6/6/2018	199-11	
--------------	---------------------------	-----------	----------	--------	--

C. Ensure all student groups are educated equitably by HQ teachers.

Commissioner's Strategic Priorities: 1, 2

Superintendent/Board Goals: Academic Excellence

1. Meet weekly with Campus Leadership Team to discuss the needs and issues of all student groups.

All students	Principal; Dept. Chairs; BISD Personnel Director	8/28/2017	6/6/2018	199-11	
--------------	--	-----------	----------	--------	--

D. Provide all teaching staff regular professional

1. Coordinate and develop professional development opportunities for all campus teachers.

<p>development in their assigned areas of study.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>All Teachers & Curricular Support Staff</p>	<p>Anderson, Cynthia; Principal; ELAR Dept. Chair; ELAR Teacher; Reading Teacher, Librarian, Special Education Dept. Chair;</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>								
<p>2. Provide substitute or stipends for professional development.</p>													
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="800 553 919 857"> <p>All Teachers & Curricular Support Staff</p> </td> <td data-bbox="926 553 1073 857"> <p>Principal; BISD Business Director; Dept. Chairs; BISD Personnel Director</p> </td> <td data-bbox="1079 553 1184 857"> <p>8/28/2017</p> </td> <td data-bbox="1190 553 1283 857"> <p>6/6/2018</p> </td> <td data-bbox="1289 553 1493 857"> <p>199-11</p> </td> <td colspan="2" data-bbox="1499 553 1906 857"></td> </tr> </table>							<p>All Teachers & Curricular Support Staff</p>	<p>Principal; BISD Business Director; Dept. Chairs; BISD Personnel Director</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>		
<p>All Teachers & Curricular Support Staff</p>	<p>Principal; BISD Business Director; Dept. Chairs; BISD Personnel Director</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>									
<p>E. Provide recognition to all campus staff for important events or accomplishments.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Comissioner’s Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	<p>1. Publicly recognize staff accomplishments in faculty meetings & electronic communications (Email, Website, Teacher Web Pages).</p>												
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="800 953 919 1101"> <p>All Staff</p> </td> <td data-bbox="926 953 1073 1101"> <p>Climate Committee</p> </td> <td data-bbox="1079 953 1184 1101"> <p>8/28/2017</p> </td> <td data-bbox="1190 953 1283 1101"> <p>6/6/2018</p> </td> <td data-bbox="1289 953 1493 1101"> <p>199-11</p> </td> <td colspan="2" data-bbox="1499 953 1906 1101"></td> </tr> </table>							<p>All Staff</p>	<p>Climate Committee</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>		
<p>All Staff</p>	<p>Climate Committee</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>									
<p>2. Recognize staff hospitalization & illness by sending cards and floral arrangements.</p>													
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="800 1166 919 1248"> <p>All Staff</p> </td> <td data-bbox="926 1166 1073 1248"> <p>Climate Committee</p> </td> <td data-bbox="1079 1166 1184 1248"> <p>8/28/2017</p> </td> <td data-bbox="1190 1166 1283 1248"> <p>6/6/2018</p> </td> <td data-bbox="1289 1166 1493 1248"> <p>199-11</p> </td> <td colspan="2" data-bbox="1499 1166 1906 1248"></td> </tr> </table>							<p>All Staff</p>	<p>Climate Committee</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>		
<p>All Staff</p>	<p>Climate Committee</p>	<p>8/28/2017</p>	<p>6/6/2018</p>	<p>199-11</p>									

Strategic Objective/Goal 15:	15. Campus Objective for 2016-2017: Increase Communication between the school campus and student's homes.							
Performance Objective 15:	Create a Communication Plan that will support an increase in parental conversations with the school.							
Needs Assess.	Action Step(s)							
	Sp. Pop	Person(s) Responsible	Timeline Start	Timeline End	Resources Human/Material /Fiscal	Formative Evaluation	Documented	
<p>A. Increase Parent Involvement on campus.</p> <div data-bbox="191 451 758 607" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	1. Invite our Parents & Community Members to participate as equal partners in the education of our children through participation with the Campus Improvement Committee, Parent Volunteering, Study Trip Chaperones, Adopt a Class Sponsor, & Booster Clubs..							
<p>B. Increase Public Awareness of School Activities.</p> <div data-bbox="191 792 758 948" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	1. Create a Communications Committee and begin research & planning for the purchase of new electronic School Marquee.	Special Ed, Regular Ed.	Principal; Vice-Principal; BMS Leadership Team	8/28/2017	6/6/2018	224 -11, 199-11		
<p>C. Increase Electronic Communications via the Internet.</p> <div data-bbox="191 1122 758 1278" style="border: 1px solid black; padding: 5px;"> <p>Commissioner's Strategic Priorities: 1, 2</p> <p>Superintendent/Board Goals: Academic Excellence</p> </div>	1. Enhance the School Website, its contents, & Educational Links.							
	Special Ed Regular Ed	Principal, Vice-Principal; BMS Leadership Team; Librarian	8/28/2017	6/6/2018	199-11, 224-11			