

White Oak Middle School

Campus Improvement Plan

2009-2010



Campus Advisory Committee

Paula Burk – Principal

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Julie Moss – Science Teacher

Cindy Zaukas – Math Teacher

Tamara Williams – English Teacher

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White Oak Middle School Campus Improvement Plan 2009-2010 Needs Assessment Summary

The development of the goals, objectives, and strategies included in this Campus Improvement Plan has been derived from a variety of data sources: parent survey, staff survey, INOVA data, TELPAS data, and Texas Assessment of Knowledge and Skills (TAKS, **TAKS A, TAKS M, and TAKS Alt**) scores.

Other sources of data used to develop this plan included: discipline records (PEIMS 425 reports), attendance rates, and dropout rates.

The results of the **2009** TAKS scores indicate that the campus passing rate met or exceeded the state average passing rate in math, reading, writing, science and social studies. The passing rate for the 8th graders meeting SSI was **90%** in math and **96%** in reading. The 8th grade social studies passing rate was **92%** and science was **73%**. While this was a **1%** increase in the **2008** science scores; **the science department will continue to disaggregate data, ensure best practices are implemented, and refine vertical alignment to facilitate student success.**

The current attendance rate is 95.3% with a less than 2% variance between sub-populations. The projected attendance rate of 97% will be achieved with collaboration between the campus administration, attendance clerk, district PEIMS coordinator, Montgomery County Justice of the Peace and the District Attendance Liaison.

Personnel records and campus report indicate 100% of the teachers and para-professionals meet the NCLB standard of requirements “highly qualified”.

Parent involvement is a key component in the success of our students and our campus. To facilitate parent involvement, a Parent Teacher Council will be established during the 2009-2010 school year in coordination with the district’s Parent Involvement Liaison.

The site-based committee, department heads, and administrators have reviewed the data and have devised/incorporated intervention measures, as addressed in this campus plan, to ensure that at least 90% of the students pass the **2010** math, reading, writing, science and social studies TAKS tests. These measures include: NCISD Ten-Step Instructional Process, update/revise curriculum Blueprints, staff development, increased parental involvement, 7 period school day, increased instructional time.

Nondiscrimination Notice

White Oak Middle School does not discriminate on the basis of race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including programs, in accordance with the Civil Rights Act of 1964, as amended: Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973, as amended.

White Oak Campus Improvement Plan 2009-2010

Goal 1: All students will meet or exceed the state passing standard for TAKS testing in: reading/language arts, mathematics, writing, science, and social studies.

NCLB Goal: 1,2

Objective 1: At least 90% of the students will meet or exceed the state passing standard on the math TAKS test.

NCLB Performance Indicators: 1.2, 1.3, 2.3

Summative evaluation: Based on 2010 TAKS data, at least 90% of all students will pass the TAKS test.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. The Ten-Step Instructional Process, adapted by NCISD, will continue to be implemented and monitored to improve student performance	Local	Administrators	Every 6 Weeks	The Principal and Assistant Principal will monitor TAKS assessment
2. Integrate problem solving strategies	Math Budget	Administrators	Every 6 Weeks	TAKS Scores improve in math test objectives 2 and 4. Subject area testing throughout 6 week grading period
3. Continue to provide staff development opportunities for teachers on using new/improved technology in the math curriculum	Title I, AMI	Administrators Dept. Chair	Every 6 Weeks	Teacher documentation in portfolio/PDAS
4. Utilize students' scores on checkpoint/benchmark tests in lesson planning and tutorial planning	Local	Administrators Dept. Chair	Weekly	Lesson plans are adjusted and modified. Lesson plans are turned in weekly to administrators
5. Teachers will meet with individual students to review grades and TAKS goals	Local	Administrators	Every 3 Weeks	Progress reports and report cards will be monitored for students' success
6. "TAKS TALK" with administrators or counselors	Local	Administrators	Every 6 Weeks	Students' scores improve
7. Align/integrate curriculum blueprints/TEKS	Local	Instructional Specialist	Every 6 Weeks	Curriculum blueprints ongoing revisions each six weeks
8. Tutoring before and after school	SCE Funds, AMI	Administrators Math Teachers	Every 3 Weeks	Progress reports and report cards will be monitored for students' success
9. Integrate services/modifications in CMC for all students	Local Title I	Administrators Dept. Chair	Every 3 Weeks	Decrease the modifications needed for students, Progress reports and report cards will be monitored for students' success

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
10. Utilize the special education staff to provide inclusion assistance for special education students in the regular math class	Local	Administrators Special Ed. Dept. Chair	Every 3 Weeks	Progress reports and report cards will be monitored for students' success
11. Provide supplemental TAKS instructional booklets to students	Title I, AMI	Administrators Counselors	First Semester	Progress made on TAKS for students at risk of failing
12. Provide a minimum of 90 minutes of math instruction daily for students who scored less than 80% on TAKS	Local	Principal	August 2009	Decreased failure rate and improved TAKS scores. Progress reports and report cards will be monitored for students' success
13. Use INOVA data and benchmark/ checkpoint data to implement TAKS strategies for individual students.	Local	Administrators	Every 6 Weeks	Improve grades and TAKS scores, Increase number of students receiving commended performance on TAKS
14. Implement a students' success initiative activities timeline to intervene with students who are "at-risk" of failing 8 th grade Math TAKS	AMI	Administrators	Aug-June	Students meet the state standard on TAKS scores. All students promote to ninth grade
15. Incorporate the "Study Island" computer program to reinforce instruction	AMI, Tile I	Administrators	Aug- June	Students meet the state standard TAKS scores. All students promote to ninth grade
16. Incorporate a math class with the Jump Start program for students who failed 8 th grade math TAKS	Local	Administrators	Aug- Jan	Students earn High School credit for Algebra 1
17. Implement remediation/acceleration activities during Flex Week	Local, Tile I	Administrators/ Math Dept. Chair	May- June	Students meet the state standard on TAKS

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Goal # 1: All students will meet or exceed the state passing standard for testing in: reading/language arts, mathematics, writing, science and social studies.

NCLB Goal: 1, 2

Objective 2: At least 90% of the students will meet or exceed the state passing standard on the reading TAKS test.

NCLB Performance Indicators: 1.2, 1.3, 2.2

Summative evaluation: Based on 2010 TAKS data, **at least** 90% of all students will pass the TAKS test.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. The Ten-Step Instructional Process, adopted by NCISD, will continue to be implemented and monitored to improve student performance.	Local	Administrators	Monthly	TAKS assessments will be monitored by the principal and assistant principals
2. Update/expand the Accelerated Reader Program	Library Budget	ELA Dept. Chair Librarian	Every 6 Weeks	Increased student participation and improved student reading and test scores
3. Provide staff development opportunities	Local	Principal	Monthly	Teacher documentation in portfolio/PDAS
4. Utilize students' scores on checkpoints/benchmarks to revise lesson plans and tutorial plans	Local	Administrators Dept. Chair	Weekly	Lesson plans are adjusted and modified, Lesson plans are turned in weekly to administrators
6. Teachers will be trained in blueprint strategies and teachers will continually update blueprints	Local	Principal	Monthly	Lesson plans will be monitored for consistency among and across grade levels
7. Require reading class for 8 th graders that score less than 85% on 7 th grade TAKS reading	SCE Funds	Administrators	August 2009	Improvement in TAKS scores for 8 th graders
8. 7 th Grade ELA will meet a minimum of 90 minutes daily	Local	Administrators	August 2009	Progress reports and report cards will be monitored for students' success
9. Disaggregate INOVA TAKS data and checkpoint/benchmark test data to devise a plan for each student to be successful on TAKS	Local DMAC	Teachers	Each 6 weeks	Improve grades and TAKS scores, Increase number of students receiving commended performance on reading TAKS
10. Utilize novels and other literary sources to develop an appreciation of literature and increase knowledge of literary devices	Local	Administrators Library	Each 6 weeks	Improve reading skills/scores
11. Provide computers and/or computer lab for Reading /ELA remediation/acceleration	Local	Administrators	Weekly	Decrease the number of failures and improve TAKS scores
12. Implement the Language! program for dyslexia/low achieving students	Title I, ARI	Administrators	Monthly	Improve reading skills/scores

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
13. CMC instruction for all students	Local Title I	Administrators Dept. Chair	Daily	Progress reports and report cards will be monitored for students' success
14. Incorporate a reading class with the Jump Start program for students who failed 8 th grade Reading TAKS	Local	Administrators	Aug- Jan	Students meet the state standard on TAKS
15. Implement remediation/acceleration activities during Flex Week	Local, Title I	Administrators/ ELA Dept. Chair	May- June	Students meet the state standard on TAKS
16. Improve literacy of 7 th grade students not successful on reading TAKS	Local, ARI	Administrators	Aug- June	Students show improvement on Texas Middle School Fluency Assessment test

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Goal # 1: All students will meet or exceed the state passing standard for TAKS testing in reading/language arts, mathematics, writing, science, and social studies.

NCLB Goal: 1

Objective 3: At least 90% of the students will meet or exceed the state passing standard on the 7th grade TAKS Writing test.

NCLB Performance Indicators: 1.3

Summative evaluation: Based on 2009 TAKS data, **at least 92%** of all students will pass TAKS test.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. The Ten-Step Instructional Process, as adopted by NCISD, will continue to be implemented and monitored to improve student performance	Local	Administrators	Monthly	TAKS assessment will be monitored by the Principal and Assistant Principal
2. Use the 6+1 Trait Writing Process to improve writing skills	Local	ELA Dept. Chair	Daily	Raise writing TAKS scores. Increase the number of students receiving a score of 3 or 4 and increase the number of students receiving commended performance.
3. Utilize TAKS writing strategies. A. Brainstorming B. Highlighting C. Holistic Scoring	Local	ELA Dept. Chair	Every 3 Weeks	Increased usage of strategies on students' papers, Monitor progress by reviewing progress reports and report cards, To make WOMS students better writers, Increase the number of students receiving commended performance
4. Implement interdisciplinary writing assignments in core curriculum classes	Local	Administrators	Every 6 weeks	Lesson plans reflect interdisciplinary writing assignments. Increase TAKS Writing scores
5. Provide staff development opportunities to prepare teachers to implement 6 Traits Writing process and to grade TAKS essays.	Local	Administrators ELA Dept. Chair	Monthly	Student writing scores increase on checkpoint/ benchmark and TAKS tests. Teacher documentation in portfolio/PDAS
6. TAKS talk with administrators or counselors	Local	Administrators Counselors	Every 3 Weeks	Heighten students' awareness; students' scores improve

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
8. Adjust/adapt lesson plans and tutorial schedule based on needs of students	Local	ELA Dept. Chair	Weekly	Lesson plans are adjusted and modified. Lesson plans are turned in weekly to administrators
9. Keep individual TAKS writing portfolio	Local	ELA Dept. Chair	Every 3 Weeks	Track students' progress using checkpoint and benchmark tests
10. One-on-One TAKS talk with Writing Specialist	Title I ARI	Administrators ELA Instructional Specialist	January/February	Improved TAKS writing scores and increase number of students receiving commended performance
11. Work with ESL teacher to help coordinate activities for TAKS writing for ELL students	Local	ELA Dept. Chair	Every 6 Weeks	Improve TAKS writing scores for ELL students
12. Employ/retain an ESL Instructional Aide to assist the ESL teacher with the ELL students	SCE-Appendix A	Administrators	Every 6 Weeks	Improve TAKS writing scores for ELL students
13. All teachers will continue to update Blueprints	Local	Principal	Monthly	Lesson plans will be monitored for consistency among and across grade levels
14. 7 th Grade ELA classes will meet a minimum of 90 minutes daily	Local	Administrators	August 2008	Progress reports and report cards will be monitored for students' success
15. Disaggregate INOVA TAKS data along with checkpoint/benchmarks scores	Local Compass	Administrators	Every 6 weeks	Improve grades and improve TAKS scores
16. All ELA teachers will be trained using the Writing Academy strategies	Title I	Administrators	Yearly	Improve writing TAKS scores

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Goal # 1: All students will meet or exceed the state passing standard for TAKS testing in: reading/language arts, mathematics, writing, science and social studies.

NCLB Goal: 1

Objective 4: At least 91% of the students will meet or exceed the state passing standard on the 8th grade Social Studies TAKS test.

NCLB Performance Indicators: 1.3

Summative evaluation: Based on 2009 TAKS data, at least 91% of all students pass the TAKS test.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. The Ten-Step Instructional Process, adopted by NCISD, will continue to be implemented and monitored to improve student performance	Local	Administrators	Monthly	TAKS assessment will be monitored by the principal and assistant principal
2. All teachers will be trained in Blueprint strategies and will coordinate course objectives with TAKS to update Blueprints	Local	Administrators Instructional Specialist	Monthly	Blueprint and lesson plans will be monitored for consistency among and across grade levels and revised throughout the year.
3. Provide staff development opportunities	Local	Administrators	Monthly	Teacher documentation in portfolio/PDAS
4. Utilize students' scores on checkpoints/benchmark in lesson planning and tutorial planning	Local DMAC	Administrators	Weekly	Lesson plans are adjusted and modified; Lesson plans are turned in weekly to administrators.
5. TAKS talk with administrators or counselor	Local	Administrators	Monthly	Heightened students' awareness; improve scores
6. Data from checkpoint/benchmark testing in social studies will be disaggregated and results will be assessed to determine levels of competency and needs	Local DMAC	Administrators	Every 6 weeks	Lesson plans will be monitored for identified areas
7. New materials will be reviewed and purchased to enhance social studies instruction at all grade levels	Local/Title I	Administrators	Semester	Lesson plans will be monitored for use of new materials
8. Curriculum alignment will be stressed to ensure acquisition of basic social studies skills	Local	Administrators	Semester	Share sessions will be monitored for new learning

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
9. Conduct a social studies academy	Local	Administrators, Dept. Chair	April 2010	Improve grades and TAKS scores
10. Decrease class size	Local	Administrators	August 2009	Improve grades and TAKS scores
11. Continue a 7 period day; will increase class time to at least 50 minutes	Local	Administrators	August 2009	Improve grades and TAKS scores
12. Incorporate the “Study Island” computer program to reinforce instruction	Title I	Administrators	August- June	Students will meet the state standard on TAKS scores
13. Implement remediation/acceleration activities during Flex Week	Local	Administrators/ Soc. Stud. Dept. Chair	May- June	Students meet the state standard on TAKS

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Goal # 1: All students will meet or exceed the state passing standard for TAKS testing in: reading/language arts, mathematics, writing, science and social studies.

NCLB Goal: 1

Objective 5: At least 90% of the students will meet or exceed the state passing standard on the 8th grade Science TAKS test.

NCLB Performance Indicators: 1.3

Summative evaluation: Based on 2010 TAKS data 90% of all students will pass the TAKS test.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. The Ten-Step Instructional Process, as adopted by NCISD, will continue to be implemented and monitored to improve student performance	Local	Administrator	Monthly	TAKS Assessment will be monitored by Principal and Assistant Principal
2. Coordinate Course objectives with TAKS objectives, Update Blueprints	Local	Instructional Specialist	Monthly	Curriculum revised throughout the school year
3. Provide staff development opportunities.	Local/Title	Administrators	Monthly	Teacher documentation in portfolio/PDAS
4. TAKS talks with Administrator or Counselor.	Local	Administrators Counselors	Monthly	Heightened student awareness; students' scores improve
5. Data from checkpoints/benchmarks will be disaggregated	Local	Administrators, COMPASS	6 weeks	Lesson plans will be monitored for identified areas
6. New materials will be reviewed and purchased to enhance Science instruction at all levels	Local and Title	Administrators Dept. chair	Semester	Lesson plans will be monitored for the use of new materials
7. Decrease class size	Local	Administrators	August 2009	Improve grades and TAKS scores, with decreased class size
8. Coordinate the science curriculum with ESL teacher to improve science scores	Local	Dept. Chair Instructional Specialist	6 weeks	Improve grades and TAKS scores
9. Conduct a science academy	Local	Administrators, Dept. Chair, Instructional Specialist	April 2010	Improve grades and TAKS scores

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
10. Continue a 7 period day; will increase class time to at least 50 minutes	Local	Administrators	August 2009	Improve grades and TAKS scores
11. Incorporate the “Study Island” computer program to reinforce instruction	Title I	Administrators	August- June	Students will meet the state standard on TAKS scores
12. Science teachers will attend CAST Conference for Advancement of Science Teacher	Title I	Administrators	Nov 2009	Improve student performance on TAKS
13. Implement remediation/acceleration activities during Flex Week	Local	Administrators/ Science Dept. Chair	May- June	Students meet the state standard on TAKS

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Goal # 1: Students enrolled in special population programs will reach their maximum potential.

NCLB Goal: 2

Objective 6: At least 90% of students with disabilities, “At Risk”, and limited English proficient students will pass the math, reading, writing, science and social studies portion of the 2008 TAKS.

NCLB Performance Indicators: 2.1. 2.2

Summative evaluation: Based on the 2010 TAKS data 90% of all students will pass the TAKS test

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Decrease class size to incorporate differentiated instruction	Local	Principal	August 2009	Increase TAKS scores, Hire additional personnel
2. Train teachers in SIOPP to work with ELL/LEP students in their own classes	Local	Administrators	Every 6 Weeks	Increase ESL students TAKS scores
3. Utilize Care Team for 504, GT and Dyslexia	Local	Administrators	Every 6 Weeks	Progress Reports will be monitored for improvement
4. Develop and maintain a portfolio for at risk students	Local	Administrators Academic Team	Every 6 Weeks	Progress reports, benchmark results, INOVA and previous TAKS data
5. Incorporate inclusion/ content mastery personnel into classroom instruction	Local	Special Ed Dept. Chair	Weekly	Improve grades and TAKS scores
6. Use DMAC to disaggregate student performance data	Local	Administrators	Weekly	Improve grades and TAKS scores
7. Incorporate TEKS into Basic Math/ELA Curriculum	Local	Sp. Ed Teachers	Weekly	Decrease number of students enrolled in basic classes
8. Implement Language! program for dyslexia and ELL students	Title I Local	Administrators	Weekly	Improve reading level
9. Utilize content mastery for all students	Title I	Administrators	Weekly	Improve grades
10. Train ELL teacher in Writing Academy strategies	Local	Administrators	Fall 2009	Improve writing scores for ELL students
11. Implement Jump Start program for students who did not meet SSI requirements on 8 th grade math and reading TAKS tests	Local, Title I	Administrators	August 2009	Students meet the state standard on math and reading TAKS

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Goal # 2: The campus attendance rate will meet or exceed the state standard and the student dropout rate will be below the state level.

NCLB Goal: 5

Objective 1: Increase the student attendance rate to a minimum of 97%.

NCLB Performance Indicators: 5.1, 5.2

Summative evaluation: End of year percentages and AEIS report will be evaluated to determine attendance > 97% and drop out rate of zero.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Acknowledge students with perfect attendance each 6 weeks	Student Activity Budget	Administrators Attendance Clerk	Every 6 weeks	Increased student attendance, Verified using attendance reports
2. Attendance clerk/automated phone system will contact parents	Local	Administrators	Daily	Increased student attendance, Verified using attendance reports
3. Administrator will contact students and parents regarding student attendance	Local	Administrator	Daily	Increased student attendance, Verified using attendance reports
4. Incentives will be given to students for perfect attendance	Student Activity Budget	Administrator Attendance Clerk	Every 6 Weeks	Increased student attendance, Verified using attendance reports
5. Coordinate with NCISD Police Department/Court for support in decreasing unexcused absences	Local	Attendance Clerk, Administrators, NCISD Police	Monthly	Decrease in number of unexcused absences as shown on attendance reports
6. Send letter to parents once a student has accumulated 3 unexcused absences	Local	Attendance Clerk	Weekly	Increase student attendance
7. Meet weekly with attendance clerk to evaluate attendance rate	Local	Administrators	Weekly	Increase student attendance

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Goal # 2: The campus attendance rate will meet or exceed the state standard and the student dropout rate will be below the state level.

NCLB Goal: 5

Objective 2: The student dropout rate will be zero

NCLB Performance Indicators: 5.2

Summative evaluation: End of year percentages and AEIS report will be evaluated to determine attendance > 97% and drop out rate of zero.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Follow policies/procedures to document withdrawal of students	Local	Administrators	Weekly	Appropriate leaver codes
2. Coordinate with NCISD police/court system to file compulsory attendance on students/ parents who do not enroll in another school district within 30 days	Local	Administrators	Weekly	Zero dropout rate

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Goal # 3: Provide a safe, drug free learning environment.

NCLB Goal: 4

Objective 1: WOMS will investigate, establish, and promote programs to ensure safety of students and staff.

NCLB Performance Indicators: N/A

Summative evaluation: AEIS disaggregated to identify areas of strength and needs according to the PEIMS 425 records.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Conduct parent survey to evaluate school environment	Local	Administrators	April 2010	Parent survey/ collect data from parents and address needs
2. Implement fair and consistent Discipline Management Plan	Local	Assistant Principal	Monthly	Formulate more effective discipline procedures
3. Train staff to recognize/report incidents of bullying and suspected child abuse	Local	Counselors Administrators Nurse	Monthly	Students feel comfortable reporting incidents to staff
4. Provide activities during Red Ribbon Week to encourage students to stay drug free	Local	Student Council Advisor	October	Student participation
5. Random drug testing for athletes	Local	Nurse, Administrators	Monthly	Decrease student participation in use of drugs
6. Group counseling sessions for students to resolve conflicts	Local	Counselors	Weekly	Fewer office referrals for student conflict
7. Frequent visits by canine drug detection agency	Title IV	Assistant Principals	Monthly	Decrease drug-related referrals
8. All students and parents will be informed of the Student Code of Conduct	Local	Administrators	September	Parent acknowledgement of the Student Code of Conduct
9. Utilize security cameras as an investigation tool	Local	Administrators	Daily	Reduce the number of incidents, Increase campus security
10. Use RAPTOR system to identify visitors on campus	Title III	Administrators	Daily	Alert NCISD police of visitors not allowed on campus
11. Educate students about the behaviors, characteristics, and challenges to overcome dating violence	Local	Administrators	August- June	Identify and decrease the number of students exposed to dating violence
12. Train staff to identify and intervene in dating violence	Local	Administrators	August- June	Identify and decrease the number of students exposed to dating violence

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
13. Execute regular security/safety drills and audits	Local	Administrators	August- June	Decrease time to accomplished drills
14. Establish “No Place for Hate” program	Local	Counselor	Aug- June	Decrease reports of bullying and discriminations

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Goal # 4: Actively involve parents and community members as partners in the students' education.

NCLB Goal: 5

Objective 1: Increase communication with parents and community members that will impact students' success in the school.

NCLB Performance Indicators: 5.1, 5.2

Summative evaluation: Number of parents that register at parent involvement functions.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Beginning of the year Open House	Local	Administrators	September	Increase parent/community involvement
2. Restructure parent volunteer program. a. Letters home to recruit new members b. Provide training/opportunities for volunteers c. Attend NCLB conference	Local Title I	Administrators	Monthly	The Site-Based team will evaluate informal feedback from parents, Parents will be involved in school functions (picture day, copy room, Book Fair)
3. Provide opportunities for parents to visit campus; i.e., parent coffee with the principal, book fair, report card pick-up	Title 1	Administrators	Each semester	Number of parents participating
4. School newsletter	Local	Journalism Teacher	Monthly	Increase student/parent awareness and involvement in activities
5. Provide parents information on how to use Parent Connection	Local	Administrators	Monthly	Increase number of parents using Parent Connection
6. Update marquee sign to highlight activities	Local	Secretary	Monthly	Increase community awareness
7. The campus web site will be utilized to provide current information	Local	Webmaster	Monthly	The website will be monitored for content and current information
8. Utilize campus personnel as interpreters to improve communication with non-English speaking parents/guardians	Local	Administrators	Weekly	Number of parent conferences recorded in log
9. Parents and school will partnership to ensure and acknowledge students' success	Parent Compact	Administrators	Oct. 2009	Parent Compact signed by parent, Parent attendance at awards programs
10. Establish a parent teacher council (PTC)	Title I	Administrator	Monthly	Increase parent involvement

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Goal # 5: Recruit and retain highly qualified teachers and paraprofessionals.

NCLB Goal: 3

Objective 1: Hire teachers and paraprofessionals that meet the NCLB standards of highly qualified status .

NCLB Performance Indicators: 3.1, 3.2, 3.3

Summative evaluation: Staffing plan will reflect 100% of teachers and paraprofessionals meeting the highly-qualified standards of NCLB.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Administrators will attend job fairs	Local	Administrator	Spring	Summary of participants will be given to Site-Based Committee for review
2. The Site-Based Committee will review the NCLB standards for highly qualified	Local	Chairman of Site Based Committee	September	Site-Based agendas will be reviewed for implementation
3. Provide stipends for critical needs areas	Local	Human Resource	Annually	Number of applicants for critical needs area jobs
4. Provide monetary incentive based on campus performance	D.A.T.E. Grant	Administrator, Assistant Superintendent	Annually	Improved student performance determines monetary compensation
5. Provide opportunities for teachers to attend Pre AP/ GT training	Title I	Administrator	Aug- June	Retain Pre AP/ GT teachers

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Goal # 5: Recruit and retain highly qualified teachers and paraprofessionals.

NCLB Goal:

Objective 2: Provide staff development and other tools to retain highly qualified staff members.

NCLB Performance Indicators:

Summative evaluation: Retain 100% of highly qualified staff.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Staff development will be offered to meet the needs of all staff	Local	Administrators	Monthly	Course In-site records
2. Ongoing training, for teachers/staff in effective use of Grade Speed	Local	Administrators	Monthly	Grade book evaluation by administrators
3. Assign mentor to teachers new to campus	Local	Department Head	Aug. 2009	Retain new teachers
4. Staff with perfect attendance will be recognized each six weeks	Helping Hands Fund	Administrators	Every 6 Weeks	Staff attendance will be monitored by the principal
5. Provide a supportive work environment with class size less than 28 students	Local	Administrators	August 2009	Retention of teachers
6. Evaluate campus effectiveness	Local	Administrators	Nov 2009 April 2010	Staff survey
7. Provide training and accessibility to cutting edge technology	Local Title I	Administrator	Aug – June	Increase use of technology in classroom

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Goal # 6: Provide diverse course offerings and services to adequately prepare students for successful completion of high school.

NCLB Goal: N/A

Objective 1: Increase course offerings and services to maximize the potential of all students.

NCLB Performance Indicators: N/A

Summative evaluation: Increased number of students enrolled in Pre-AP/GT classes and increased number of students receiving high school credit.

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
1. Increase enrollment in Pre-AP and G/T classes	Local	Administrators	Aug. 2009	Increased number of students in Pre-AP and G/T classes
2. Offer courses for high school credit: health, Algebra I, communication application, Spanish I, BCIS, and Art I	Local	Administrators	February 2010	Increase number of students enrolled in courses for high school credit
3. . Students and parents are provided information regarding higher education admissions, financial aide opportunities, and the Texas Grant Program. This information will be presented in the Course Selection Guide, parent meetings, and parent conferences	Local	Counselors	Each Semester	Transcript request, scholarship application, personal graduation plan
4. Activities to improve student health and hygiene include: a. Yearly vision and hearing screening b. Monthly immunization reminders c. Referral to Social Service agencies for health related issues	Local	Nurse, Counselor	October, Monthly	Informal feedback from staff and parents will be used to monitor
5 Increase opportunities for extracurricular activities	Local	Administrators	Aug. 2008	Increased participation of students
6. Education Go Get It Week	Local	Administrators	Nov. 2008	Increase awareness of higher education
7. Wolf Den for academic effort	Local	Administrators	Every Six Weeks	Increased participation of students
8. Implement accelerated instructional strategies to prepare all GT/ Pre-AP students to score commended performance on TAKS	Local	Administrators	May 2010	Increase percentage of students receiving commended performance on TAKS

Strategy/Activity	Resource Allocation	Person(s) Responsible	Timeline	Formative Evaluation
9. Integrate APEX curriculum/program to allow students to earn high school credit	Local	Administrator	Each Semester	More students receiving high school credit
10. Implement Jump Start program for students who did not meet SSI requirements on 8 th grade math and reading TAKS tests	Local	Administrators	August 2009	Students meet the state standard on math and reading TAKS