

# **Anthony Independent School District**

## **Anthony Middle School**

### **2016-2017 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1: AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.**

**Performance Objective 1:** Improve the academic performance of students and student subgroups, by the percentage to be equal to or greater than the standards established by TEA in each content area for the new accountability system for Phase II.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Analyze 2015 STAAR/EOC performance data reports and data from Eduphoria	1, 2, 3, 8, 9	Instructional Coaches, Principals, PLCs, Faculty	(1) Implementation: Review of state accountability data and unit assessment data beginning of the year and planning days.  (2) Impact Measured by: Heat maps and student inventory documents				
				Funding Sources: 255 - Title II, PT A - \$0.00			
2) Students who are at risk based on the data from STAAR scores below acceptable levels, will receive accelerated instruction based on their areas of weakness.	1, 2, 3, 8, 9, 10	Principal, Instructional Coaches, Coaches, Faculty	(1) Implementation: Disaggregation of state accountability data  (2) Impact Measured by: Tutoring sign in sheets Summer School attendance Computer based login information Unit Assessment Data (formative) and STAAR results (summative).				
				Funding Sources: 199 - State Compensatory Ed - \$0.00			

3) Target lowest quartile of students in each grade/content from either unit assessments (formative review) or STAAR data (summative) to participate in remediation activities (RTI) developed by the district/campus.	1, 2, 8, 9, 10	Principal, Faculty, PLCs	(1) Implementation: Universal screener data monitored by principal, and grade level/content staff. Every six weeks monitor student progress at PLC meetings and during planning days Aug.-June of the 2015-2016 school year. Interventions begin Fall 2015.  (2) Impact Measured by: Screener data and STAAR results (summative). Intervention logs submitted to superintendent monthly beginning in October 2015. Documents submitted after each team planning day to principal and reviewed at PLC weekly meetings.				
				Funding Sources: 199 - State Compensatory Ed - \$0.00, 211 - Title I, PT A - \$0.00			
4) Students make informed choices of the high school endorsement options to support college and career readiness.	1, 2, 5, 9, 10	School Counselor	(1) Impact Measured by: Counselors will provide training to students once a year.  (2) Impact Measured by: Agendas, handouts, sign-in sheets				
				Funding Sources: 199 - General - \$0.00			
5) Provide support for campus special education and general teachers through central office staff	1, 2, 3, 4, 7, 9, 10	Special Education Director, Principal	(1) Implementation: Needs Assessment  (2) Impact Measured by: Agenda, meeting notes, surveys				
6) Support a continuum of services to ensure staffing needs are appropriate	1, 2, 3, 4, 7, 9, 10	Special Education Director, Principal	(1) Implementation: Teacher and staff interviews at least 3 times per school year. Needs assessments and yearly review of district students. Meetings  (2) Impact Measured by: PEIMS Data, meeting notes				
7) Document differentiated instruction activities/materials in the lesson plans by resource and inclusion and general education teachers	1, 2, 3, 4, 7, 9, 10	Principal, Teachers	(1) Implementation: Weekly lesson plan check and walk-throughs  (2) Impact Measured by: Walk-throughs, lesson plan checks				
8) Provide tutoring services during and after school	1, 2, 3, 4, 7, 9, 10	Principal, Tutors	(1) Implementation: Tutoring schedules  (2) Impact Measured by: Teacher lesson plans, Unit assessments, STAAR data				
				Funding Sources: 199 - State Compensatory Ed - \$0.00, 211 - Title I, PT A - \$0.00			
= Accomplished     = Considerable     = Some Progress     = No Progress     = Discontinue							

**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 2:** The campus will provide a standards-based curriculum that addresses STAAR Readiness and Supporting Standards, English Language Proficiency Standards and College and Career Readiness Standards. The curriculum will be guided by ongoing teacher developed formative assessments and TEKS Resource System Unit Assessments.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Renew TEKS Resource System agreement with Region 19	1, 2, 3, 4, 5, 6, 8, 9, 10	Principal	(1) Implementation: Utilization of the TEKS Resource System curriculum will be documented through Eduphoria's Forethought lesson planner. Reviews will be conducted by campus principal. All content area staff will be required to follow scope and sequenced as well as utilization of unit assessments. (2) Impact Measured by: Purchase order and unit assessment data posted in Eduphoria.				
Funding Sources: 199 - State Compensatory Ed - \$0.00							
2) All campus staff will utilize Eduphoria software to disaggregate data in order to drive instruction and remediation on individual students and student groups.	1, 2, 3, 4, 8, 9, 10	Faculty, PLCs	(1) Implementation: Utilization of the TEKS Resource curriculum will be documented using Eduphoria's Forethought module for lesson planner. Principal will review lesson plans. All content area staff will be required to follow scope and sequence as well as utilization of unit assessments. (2) Impact Measured by: Purchase order and assessment data posted in Eduphoria based upon the YAG (Year at A Glance) TEKS outline.				
Funding Sources: 199 - General - \$0.00							
3) Teachers will utilize the information provided in the TEKS Resource System IFD and complete the Performance Indicators to ensure that all supporting and readiness standards are addressed appropriately in the lessons (field trips).	1, 2, 3, 8, 9	Principals, Teachers	(1) Implementation: Weekly lesson plans (2) Impact Measured by: Principals will monitor for compliance in lesson plan reviews				

4) All grade levels and content areas will utilize the YAG in order to ensure that appropriate pacing occurs.	1, 2, 3, 4, 8, 9, 10	None	<p>(1) Implementation: Principals will monitor weekly through review of lesson plans and discussions at PLCs with grade level/content teachers. Teachers will self-monitor and in groups through PLCs.</p> <p>(2) Impact Measured by: STAAR data, TEKS Resource System unit assessment data, teacher observations, minutes of weekly PLC meetings.</p>				
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							















**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 3:** The district will provide professional development for all staff that concentrates on the planning and delivery of instruction and instructional strategies (5E-model, balanced literacy model, SIOP strategies, differentiation of instruction, vocabulary development, writing in the content areas, and short formative assessment). Through the implementation of these instructional strategies we will see an increase in student achievement, which in turn decreases the number of students in need of Response to Intervention.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Professional development will be provided for all staff on ELPS and SIOP strategies as well as Figure 19 at the beginning of the school year and/or the mid-year.	1, 2, 3, 4, 5, 7, 9, 10	Superintendent, Instructional Coaches, Principal	(1) Implementation: Evaluations provided to staff after training. Principal observation of teacher instruction and lesson planning. Identify target students to show improvement.  (2) Impact Measured: Evaluation instrument after training, lesson plans in Eduphoriaâs Forethought identifying differentiation of instruction, assessment data on targeted students. Decrease in number of students referred to RTI committee and Special Programs.				
Funding Sources: 211 - Title I, PT A - \$0.00, 255 - Title II, PT A - \$0.00, 263 - Title III LEP - \$0.00							
2) The district will require and monitor for 100% implementation of Balanced Literacy, SIOP strategies for ELL, differentiation of instruction, writing in the content areas, and use of formative/summative assessments.	1, 2, 3, 4, 6, 8, 9, 10	Instructional Coaches, Principal, Teachers	(1) Implementation: Administrative observation of instruction, monitoring of lesson plans and conferences with administrators to review implementation of all programs at the campus.  (2) Impact Measured by: Evaluations, walk through, lesson plans, conference notes, leadership agendas, PLC agendas				
3) Provide professional development opportunities for staff in the following areas: Content specific training, RTI, Differentiated Instruction, ELL Strategies and Instructional Planning with Performance Indicators.	1, 2, 3, 4, 6, 8, 9, 10	Principal, Instructional Coaches	(1) Implementation: Staff surveys after completion of training modules. Trainings to be scheduled as presenters and time slots can be arranged prior to end of first semester.  (2) Impact Measured: Staff surveys after training and at end of year final survey.				
Funding Sources: 211 - Title I, PT A - \$0.00, 255 - Title II, PT A - \$0.00							

4) Three planning days will be provided to assist departments in planning collectively for instruction	1, 2, 3, 4, 8, 10	Principal, Instructional Coaches, Teachers	(1) Implementation: Groups will submit a document indicating activities and planning for the next 6 week period at the conclusion of each planning session. Monitoring by campus administrator.  (2) Impact Measured by: Submitted task completion forms. Lesson plans submitted through Eduphoria's Forethought.				
5) Provide professional on-site support for writing strategies	1, 2, 3, 4, 9, 10	Principal, Instructional Coach, Region 19	(1) Implementation: Development and implementation of plan for professional development  (2) Impact Measured by: Student writing samples: student journals, learning logs, essays, and justifications; will be monitored by principal and PLCs				
6) Teachers will use ELPS and SIOP strategies to ensure student progress to high proficiency levels in TELPAS	1, 2, 3, 4, 9, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: Administrators monitoring of instruction through walkthroughs. Increased percentage of students advancing on the TELPAS exam.  (1) Impact Measured by: Lesson plans on Eduphoria Forethought, classroom observations, accountability data.				
Funding Sources: 199 - General - \$0.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							



**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 4:** The Response to Intervention Program provides a structure whereby staff can identify and target specific students and their learning deficiencies. The driving force behind the RTI committee process is to ensure that all possible remedies are applied at Tier I before measurable opportunities for re-assessment, and a clear definition of Tier 2 and Tier 3 interventions.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The district will adapt and utilize an RTI system to provide accelerated instruction to students who are struggling.	1, 2, 3, 4, 8, 9, 10	Principal, Instructional Coaches, Teachers,	(1) Implementation: Review of status in January and survey staff on understanding of district RTI process.  (2) Impact Measured by: Documented through consistent forms, PLC discussions, RTI committee notes, leadership agendas.				
				Funding Sources: 199 - General - \$0.00			
2) All teachers (100%) will be expected to demonstrate utilization of differentiated instruction for all struggling students (Tier I, II and III).	1, 2, 3, 9, 10	Principal, Teachers	(1) Implementation: Committee review of documentation provided by teacher when reviewing potential need for Tier 2 interventions. Documentations of strategies and timelines are required as students are recommended to committee.  (2) Impact Measured by: Increase in state scores for special populations, (ie., GT AND ELL performing at Advanced).				
				Funding Sources: 199 - State Compensatory Ed - \$0.00			
3) Utilization of various instructional resources and software as tools for Tier I to differentiate and supplement instruction.	1, 2, 3, 4, 7	Principal, Teachers, Superintendent, Instructional Coaches	(1) Implementation: Training on programs will be provided as needed. Documentation of utilization will occur through principal observation. Students will be evaluated by their progress in class and on state mandated assessments.  (2) Impact Measured by: TTESS walkthroughs, program utilization reports, and summative evaluation in April 2016				
				Funding Sources: 199 - State Compensatory Ed - \$0.00			
4) Utilize an effective tutoring program for students in grades 6-8 to improve passing rates.	1, 2, 3, 4, 6, 7, 9, 10	Principal, Tutors	(1) Implementation: Daily/weekly interventions for students  (2) Implementation: Check progress, every 3 weeks				
				Funding Sources: 199 - State Compensatory Ed - \$0.00			

5) Provide systematic, researched based reading interventions for students who are struggling in reading and math.	1, 2, 3, 4, 7, 9	Special Programs Director, Principals, 504 Coordinators	(1) Implementation: Daily/weekly interventions for students (2) Impact Measured by: Check progress, every 3 weeks				
	Funding Sources: 199 - State Compensatory Ed - \$0.00, 255 - Title II, PT A - \$0.00						
6) Instructional software to support reading interventions, such as but not limited to Renaissance Reading, Really Great Reading.	1, 2, 3, 4, 7, 9, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: Students are evaluated on a daily basis as they progress through the program. Student progress can be monitored periodically through program reports. (2) Impact Measured by: Software reports, reading grade improvement.				
	Funding Sources: 199 - General - \$0.00						
7) Utilization of Renaissance Math in grades 3 through 8 to support math interventions.	1, 2, 3, 4	Principal, Teacher, Instructional Coaches	(1) Implementation: Students are evaluated on an ongoing basis as they progress through the program. Student progress can be monitored periodically through program reports. (2) Impact Measured by: Software reports, reading grade improvement.				
	Funding Sources: 199 - State Compensatory Ed - \$0.00						
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							









**Goal 2: AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.**

**Performance Objective 1:** Create a positive learning environment for all students that is free from negative influences by implementing appropriate programs during the school year.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide training and intervention programs on various social topics as follows: character education, cyber bullying, gangs, violence, tolerance, sexual harassment for students, staff, and parents throughout the course of the school year.	1, 2, 3, 6, 7, 9, 10	Counselors, SRO, Guest Speakers	(1) Implementation: Training schedule for the year submitted in September and copies of training agendas and intended audience as trainings occur.  (2) Impact Measured by: Completed schedule of trainings with sign-in sheets.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
2) Have spirit days to create a rewards system for positive student behavior and to support sports.		Principal, Teachers	(1) Implementation: Number of students participating.  (2) Impact Measured by: Number of students wearing an Anthony Wildcat t-shirts (Sports/Theater/Band)	✓	✓	✓	
3) Provide students with awards for attendance & academic achievement such as: a) Pizza Party for grade level with the highest attendance in a six- week period, b) Movie tickets for students with perfect attendance every six weeks c) medals and trophies for academic awards assembly at the end of the school year.		Principal	(1) Implementation: Attendance chart with six-weeks attendance by grade level. Academic Awards program  (2) Impact Measured by: TxEIS reports for attendance, Emails between office and cafeteria to plan the pizza parties. Sign in sheets for students receiving the movie tickets every six weeks.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			

<p>4) Dropout rates at the middle school will remain at 0% through monitoring of student attendance and individual performance by core teachers and counseling department, and communication with the parents and attendance courts.</p>		<p>Principal, Teachers, Counselor</p>	<p>(1) Implementation: Accountability reports &amp; PEIMS reports at end of year. Weekly attendance reports. Weekly documentation of attendance logs. Grade review each six weeks</p> <p>(2) Impact Measured by: Attendance documents: absence correction sheet (from teachers), student notification of unexcused absence both written and verbal, notification of unexcused attendance (for parents), Three day Absence letter (to parents). Attendance chart in hallway for students to monitor their attendance by grade level.</p>				
<p>  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 2:** AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.

**Performance Objective 2:** The campus will develop and maintain a campus-wide Positive Behavior Support Initiatives as required by TEC 89.101

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide an In-School Suspension Program (ISS) to address the need to keep the students in school and provide instruction in a small group setting.	1, 2, 3, 9, 10	Principal, ISS Teacher, Teachers,	(1) Implementation: Review of discipline referral data from prior years at the end of the year. Data entered into the PEIMS system to be reported at the end of the year.  (2) Impact Measured by: Attendance records, student grades while in ISS. Number of disciplinary referrals assigned ISS	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
2) The campus will initiate PBIS campus support teams and train teams in Crisis Prevention Intervention.	1, 2, 9, 10	Director of Special Programs, Principals	(1) Implementation: Training agendas for teams by March 2015  (2) Impact Measured by: Sign in sheets; agendas; training certificates				
				Funding Sources: 199 - General - \$0.00			
3) Utilize the School Resource Officer (SRO) to provide security and appropriate instructional content for students with a minimal of two presentations per semester.	1, 2, 9, 10	Principal, Counselor, SRO	(1) Implementation: Presentations provided by the SRO.  (2) Impact Measured by: Number and types of disciplinary referrals per school year. Discipline Reports and SRO monthly reports	✗	✗	✗	
				Funding Sources: 199 - General - \$0.00			
4) Purchase new PA system to include a new bell system in the building and the gym.	1, 2, 9, 10	Principal	(1) Implementation: Condition of existing PA system				
				Funding Sources: 199 - General - \$0.00			
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 2:** AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.

**Performance Objective 3:** Address improvements identified in the Facilities Assessment, and ensure that all grounds and facilities are maintained and clean on a daily basis, and complaint with ADA regulations.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Maintain all facilities and grounds on a daily basis to ensure safety.	1	Principal, Maintenance Dept.	(1) Implementation: Equipment inventories and supply requests submitted by September. Performance schedules and daily monitoring schedule/instrument developed by October. Quarterly checks of monitoring logs.  (2) Impact Measured by: Monitoring logs and purchase orders for equipment and supplies.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
2) Maintain common area for students including basketball and volleyball courts to use during lunch.		Principal, Maintenance Dept.	(1) Implementation: Inventory of equipment and courts in the playground area.  (2) Impact Measured by: Number of equipment and basketball and volleyball courts available to students. Purchase orders to make the purchases	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
							






**Goal 2:** AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.

**Performance Objective 4:** Provide a safe environment for students and staff through appropriate planning and training from August 2015-2016.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Annual review and practice with students and staff of the Student Code of Conduct, fire drills, lockdown drills, evacuation drills and other appropriate safety training	1, 5, 6, 10	Principal	(1) Implementation: Staff development and scheduling of orientation sessions with students. Completion of required drills. Fire Drills monthly, safety drills one per semester. Review of safety drills with students and staff completed by November 2015. Classroom management training in Aug. Review of new laws in September with staff.  (2) Impact Measured by: Signed and submitted documents as required by each activity.				
Funding Sources: 199 - General - \$0.00							
2) Conduct drug dog checks		SRO, Principal	(1) Implementation: Documentation of the number of visits by the drug dog, SRO Monthly report  (2) Impact Measured by: Number of visits by drug dog, discipline referrals dealing with drugs				
Funding Sources: 199 - General - \$0.00							
3) Purchase equipment and supplies in the elective classes, clubs, organizations and sports.		Principal, Teachers,	(1) Implementation: Inventory of equipment and supplies, lesson plans.  (2) Impact Measured by: TEKS have a list of equipment and supplies in some areas. Purchase orders				
Funding Sources: 199 - General - \$0.00							
4) Provide faculty with CPR and first aid training		Nurse, Teachers	(1) Implementation: Faculty sign-in sheet  (2) Impact Measured by: School nurses files with number of teachers that have completed the training				
Funding Sources: 199 - General - \$0.00							

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue




**Goal 3: AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.**

**Performance Objective 1:** Recruit and train the most highly qualified applicants for all positions at Anthony Middle School

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide appropriate orientation for all new staff, staff development, and mentoring for all new instructional hires prior to the start of their assignment and during the year. Training for instructional staff shall include instructional strategies, data management, and curriculum implementation.	1, 2, 3, 4, 5, 10	Principal, Instructional Coaches	(1) Implementation: Development of orientation procedures for each department, agendas for professional development activities as approved by supervisors. Scheduled as needed or as outline on professional development calendar.  (2) Impact Measured by: Posted agendas, in-service sign-in sheets, district PD calendar.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
2) Anthony Middle School will coordinate with the ACP (Alternative Certification Program) or programs to hire and develop ACP teaching candidates as well as work with universities on placing student teachers.		Principal, ; Human Resources,	(1) Implementation: Observation reports on ACP program candidates and placement of student teachers.  (2) Impact Measured by: Highly qualified current staff and listing of potential future employees through student teaching.	✓	✓	✓	
							

**Goal 3:** AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.

**Performance Objective 2:** Provide appropriate, relevant, and timely professional development for staff members as per district/campus instructional needs, board policy, and individual development needs.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide in and out of district professional development opportunities that address district instructional initiatives.	4, 9, 10	Principal, Teachers, Instructional Coaches,	(1) Implementation: Development of district professional development calendar (June 2015)., professional planning days (Oct-Jan-March), Region 19 workshop calendar and participation of staff.  (2) Impact Measured by: Completion certificates for trainings. In-service verification document and registration of workshops in Eduphoria.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00, 255 - Title II, PT A - \$0.00			
2) Provide certified staff with 24 hours of training as per board policy in the areas of instruction (12), GT (6), Technology (6), during the scheduled in-service days and through Region Service Center, Region 19.	1, 2, 3, 4, 5, 10	Principal, Instructional Coaches	(1) Implementation: Training agendas and certificates obtained. Observation of teacher implementation.  (2) Impact Measured by: Staff in-service logs submitted to personnel file.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
3) Provide training opportunities for certified and non-certified staff.	1, 2, 3, 4, 5, 10	Principal, Assistant Principal, Certified and Non-certified Staff	(1) Impact Measured by: Training agendas and certificates obtained.  (2) Impact Measured by: Staff in-service logs submitted to personnel file.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00, 255 - Title II, PT A - \$0.00			


4) Schedule three instructional planning days for each grade level/department to plan instruction cooperatively for the upcoming grading period.	1, 2, 4, 5, 10	Superintendent, Principal, Teachers	(1) Implementation: Monitoring of planning days by principals and instructional coaches with review of planning accomplishments submitted by the group.  (2) Impact Measured by: End of year survey of staff regarding effectiveness and necessity of planning days in the coming year.				
	Funding Sources: 199 - General - \$0.00						
5) Provide support for personnel to expand their areas of certification in Bilingual/ESL, advanced degrees and other certifications that will enhance learning opportunities for students.	1, 2, 3, 4, 5, 10	Principal, Human Resources Dept.	(1) Implementation: Training opportunities offered by district toward an ESL Endorsement.  (2) Impact Measured by: Number of members gaining the certification.				
	Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00						
6) Attend conferences that address district and campus initiatives.	1, 4, 10	Principal, Finance and Special Programs Director	(1) Implementation: Record of absences on AESOP  (2) Impact Measured by: Certificates of completion				
	Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00						
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							

**Goal 3:** AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.

**Performance Objective 3:** Provide federally mandated employee updates as well as leadership and recognition opportunities for all employees.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Employees will be provided with the required training/information on discrimination, harassment, retaliation, bullying, child abuse/neglect, drug free workplace, and safety, compensation and mandatory postings.	2, 5, 10	Principal, Human Resources	(1) Implementation: Agenda developed for all staff in-service by August 2015.  (2) Impact Measured by: Sign off by staff to be filed in personnel file.	✓	✓	✓	
2) Campus staff members will be expected to serve on a district or campus level committee during the school year.	1, 2, 6, 10	Principal, Teachers, Campus Staff,	(1) Implementation: List and schedule of district/campus committee meetings and rosters. Meeting agendas and sign-in sheets.  (2) Impact Measured by: All committee positions filled. Committee reports. Certificates of participation.	✓	✓	✓	
3) Continue the support staff of the month, teacher of the quarter, teacher of the year selection and employee recognition activities and culminating banquet.	1, 2, 6, 10	Principal	(1) Implementation: Documentation on recognition procedures. Recognitions monthly or support staff and quarterly for teachers.  (2) Impact Measured by: Culminating employee recognition banquet and selection of teacher of the year.	⦿	⦿	⦿	
Funding Sources: 199 - General - \$0.00							
4) Observe Teacher and Staff Appreciation week.		Principal,	(1) Implementation: Number of activities planned for Teacher and Staff Appreciation week.  (2) Impact Measured by: Number of personnel participating in planned activities. Purchase orders.	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
							

**Goal 4: Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.**

**Performance Objective 1:** The district will ensure that the instructional staff and students have access to the updated equipment to effectively perform their duties and responsibilities.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) All teachers will be equipped with a desktop computer or laptop that can manage all internet and software demands	1, 2, 3, 5, 9	Principal, Technology Dept.	(1) Implementation: Maintain physical inventory of teacher equipment replace/update every 5 years.  (2) Impact Measured by: Inventory of computer equipment at end of year.	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
2) All student accessible computers and classroom technological equipment will be kept in good working condition to enable students to manage all internet and software demands.	1, 2, 5, 8, 9, 10	Principal, Technology Dept.	(1) Implementation: Maintain physical inventory and replace/update computers every 7 years and other technology equipment as needed.  (2) Impact Measured by: Inventory of computer equipment at year-end.				
Funding Sources: 211 - Title I, PT A - \$0.00, 199 - State Compensatory Ed - \$0.00							
3) Professional development for instructional staff on effective utilization of hardware and software to support and guide instruction.	1, 3, 4, 5, 8, 10	Teachers, Principal,	(1) Implementation: Sign-in sheets of trainings  (2) Impact Measured by: Schedule of technology training and participant list. Registration on Eduphoria.				
Funding Sources: 211 - Title I, PT A - \$0.00, 199 - State Compensatory Ed - \$0.00							
4) Provide a cart with LearnPads or NEOs for student classroom instruction.	1, 2, 5, 8, 9, 10	Teachers, Technology Dept., Principal	(1) Implementation: Walkthroughs, teacher check-out sheets, lesson plans  (2) Impact Measured by: Signed checkout forms at technology department				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 4:** Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.

**Performance Objective 2:** Staff development opportunities will be afforded for all staff to meet policy requirements and will ensure that the Technology TEKS are being addressed at the appropriate level for all students.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**




Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) District will provide six (6) hours of technology professional development every school year to allow teachers to complete the mandatory six (6) hours of training.	1, 2, 3, 4, 5, 8, 10	Principal, Technology Dept., Instructional Coaches,	(1) Implementation: In-service date scheduled along with appropriate agenda. Technology in-service for all staff in January to focus on specific hardware and software training for staff.  (2) Impact Measured by: Agendas and sign-in sheets, registration on Eduphoria's Workshop.	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
2) Teachers will be provided with the Technology TEKS for their particular assignment and will develop appropriate planning to ensure that students are instructed on the appropriate TEKS.	1, 2, 3	Teachers, Principal, Instructional Coaches,	(1) Implementation: Completion of training and issuing of Technology TEKS for each grade level.  (2) Impact Measured by: Walkthroughs, teacher lesson plans, agendas and sign-in sheets.				
3) New teacher staff development that will assist with the student management systems such as the txGradebook, TEKS Resource System and/or Eduphoria.	1, 2, 3	Principal, Instructional Coaches	(1) Implementation: Agenda for the training. Training materials and sign-in sheets.  (2) Impact Measured by: Evidence (certificate/agenda) of completion. Utilization of new gradebook system. Sign in sheets	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 4:** Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.

**Performance Objective 3:** The campus will provide various software applications and programs to enhance the instruction and support district functions as well as provide appropriate professional development to ensure that programs are implemented with fidelity.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The campus will continue using the TEKS Resource System on-line curriculum framework in all grade levels and all content areas.	1, 2, 3, 8, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: Monitor instruction thru walk-throughs, teacher meeting notes, teacher planning days	✓	✓	✓	
			(2) Impact Measured by: T-TESS Summative, lesson plans, planning day notes, Unit assessment data and STAAR assessment data				
Funding Sources: 199 - State Compensatory Ed - \$0.00							
2) Will continue to use Eduphoria for data planning and assessments to be utilized by all instructional staff on a daily basis to monitor the implementation of the curriculum and determine interventions for students.	1, 2, 3, 8, 9	Principal, Teachers, Instructional Coaches	(1) Implementation: Weekly intervention strategies implemented as a result of data analysis. Documentation of data review by campus administration and PLC meetings on a weekly basis.				
			(2) Impact Measured by: STAAR data and TEKS Resource System Unit Assessments. Documented utilization through intervention identification for groups and individual students.				
Funding Sources: 199 - General - \$0.00							
3) The campus will purchase various instructional software programs and equipment such as: United Streaming, Ignite Torches, NEOs, LearnPads, & iPads	1, 2, 9, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: List of identified instructional software and equipment that address identified deficiencies by formative and summative data.	✓	✓	✓	
			(2) Impact Measured by: Documentation of use during walk-throughs. Teacher feedback on diagnostic tests and program reports. Documenting use on teacher lesson plans.				
Funding Sources: 199 - State Compensatory Ed - \$0.00							

4) The campus will maintain the School Messenger notification system to support attendance related issues, parental and community involvement related initiatives and staff notification.	1, 2, 5, 6	Principal, Teachers,	(1) Implementation: Usage reports, improved attendance, increase parental participation.  (2) Impact Measured by: Usage reports				
	Funding Sources: 211 - Title I, PT A - \$0.00						
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							



**Goal 5: Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entities, and to keep the community informed of the activities of the district.**

**Performance Objective 1:** A Fall & Spring Parent/Teacher Conferences, as well as individual teacher conferences, will inform parents as to the academic and social progress of their child.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The campus will hold two parent teacher conferences one in the Fall & one in the Spring. Refreshments for teachers will be provided.	1, 6, 10	Principal, Teachers	(1) Implementation: Academic progress monitored by teachers, and reported to parents.  (2) Impact Measured by: Sign in sheets of parent attendance on parent nights. Purchase order for refreshments.	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
2) Parent representatives on all advisory committees at the campus level.	1, 6	Principal, Teachers	(1) Implementation: Establishment of campus committees with membership criteria, meeting dates, sign-in sheets, and agendas  (2) Impact Measured by: Committee agendas & minutes & sign-in sheets	🟡	🟡	🟡	
3) The district website will be maintained with current campus information for parents and community.	6	Principal, Teachers, Tech Dept.	(1) Implementation: New information updates on a regular basis.  (2) Impact Measured by: Review website weekly	✓	✓	✓	
4) Parent Orientations and Trainings on special topics such as: attendance procedures, graduation plans, TxConnect, etc)	6	Parent Involvement Coordinator, Counselor, Principal	(1) Implementation: Survey parents and schedule trainings for parents.  (2) Impact Measured by: Sign-in sheets for parent attendance	✓	✓	✓	
Funding Sources: 211 - Title I, PT A - \$0.00							

5) Campus issues txConnect passwords to students and parents at the beginning of the school year.	6	Principal, Attendance Clerk	(1) Implementation: Daily monitoring of student's attendance. Letters mailed home to parents with instructions for logging in to txConnect.  (2) Impact Measured by: Ongoing attendance monitoring reports and number of active txConnect accounts.				
6) Insure that the following documents are disseminated to parents either in writing, electronically, or posted to the district/campus website: Parents Right to Know documents, AUP form, AYP Progress, Annual Report Card, Individual Student Achievement, Parental Involvement Policy, School-Parent Compacts, Title I Plan, Homeless-LEP- Military notifications.	6	Principal, Teachers, Counselor,	(1) Implementation: Preparation of document checklist and timelines for distribution  (2) Impact Measured by: Documentation of distributions, meetings, agendas				
Funding Sources: 199 - General - \$0.00							
= Accomplished    = Considerable    = Some Progress    = No Progress    = Discontinue							

**Goal 5:** Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entities, and to keep the community informed of the activities of the district.

**Performance Objective 2:** Build partnerships with businesses and government entities.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Acquire sponsors to support specified events for the district and individual campuses or organizations.	6	Principal, Sponsor	(1) Implementation: List of organizations and events requiring support  (2) Impact Measured by: List of organizations and events requiring support.				
2) Collaborate and utilize Region 19, UTEP, and other educational entities for the professional development and staff.	1, 3, 4, 5	Principals, Teachers	(1) Implementation: Professional development  (2) Impact Measured by: Purchase orders, registration documents, Eduphoria's Workshop, notes on AESOP				
Funding Sources: 255 - Title II, PT A - \$0.00							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 5:** Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entities, and to keep the community informed of the activities of the district.

**Performance Objective 3:** Maintain open communication, keeping the community informed of the activities of the campus/district.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Utilization of the marquee, flyers, websites and school messenger to promote student success and campus events.	1, 6, 10	Principal, ; Technology Dept.,	(1) Implementation: Weekly updates to marquee, informational flyer to parents and periodic updates to website  (2) Impact Measured by: Marquee messages on School Messenger,				
Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00							
2) Create a uniform clothing bank.		Principal, ; Counselor,	(1) Implementation: Number of uniform donations by parents and students.  (2) Impact Measured by: Number of uniform items distributed to students.				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							