

# Richardson Independent School District

## Forest Meadow Junior High School

### 2022-2023 Campus Improvement Plan

**Accountability Rating: B**

**Distinction Designations:**

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



# Mission Statement

The mission of Forest Meadow Junior High is to educate, empower and enable all students to become caring, contributing leaders who can succeed in an ever-changing world. Our students will excel through a supportive learning environment that promotes their leadership skills, social/emotional health and specific academic content through engaging instruction designed for the 21st century learner.

## Vision

Our students will display **CHARGER PRIDE**.

Preparedness

Respect

Integrity

Determination

Excellence

## Values

*Integrity - Inspiration - Inclusiveness - Innovation*

## Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Forest Meadow Junior High is composed of a diverse population of 852 7th and 8th grade students. We are a growing school with neighborhood regeneration at the heart of the population increase. Our Hispanic and ELL populations continue to increase in size each year while our Economically Disadvantaged, African American, Native American and Asian student groups remain somewhat consistent in size while our Caucasian demographic has declined slightly in recent years. FMJH students are highly mobile with over 30% of our students moving between our RISD campuses. Attendance rates remain relatively high while our dropout rates, particularly for our at-risk population remain a priority. FMJH continues to focus on the performance of our special populations on local, state and national assessments for English Language Learners and our students served through special education. FMJH values these diverse student and community populations which result in a rich learning environment for all.

# Student Achievement

## Student Achievement Summary

At FMJH we are celebrating 5 distinctions. We saw an increase in our math and ILAB scores. Students who are coded ELL, SPED, and Economically Disadvantaged will continue to be supported, and their plans for achievement are included in the CIP and will be discussed during ILT meetings.

# School Culture and Climate

## School Culture and Climate Summary

Overall, FMJH students enjoy coming to school and believe the campus is a safe and nurturing environment. FMJH's emphasis is on addressing and sustaining classroom and campus behavior management through the fourth year of implementation of PBIS. This year's implementation will address the number of students being removed for persistent misbehavior and the recognition of students displaying Charger PRIDE in and out of school. We believe this proactive approach will promote a culture of positive interactions between staff, students and the community.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

FMJH maintains a focus on the recruiting, hiring and retention of highly qualified and student focused staff. The partnership between campus and district level leadership is paramount to the successful achievement of this goal. FMJH will research best practices and provide resources to support staff as they maintain a nurturing work environment focused on student success. FMJH will continue to support new teachers through the assignment of mentor teachers and the creation of a New Teacher Academy designed specifically to support 1st year and new to FMJH teachers. Paired with ongoing data analysis and needs assessments, FMJH administrators will be able to provide recommended or required professional development sessions for staff in need of support. FMJH will provide opportunities such as career pathways to support staff members as they seek to identify a career path that connects with their strengths as educators.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

FMJH has utilized a comprehensive plan to direct the design, implementation, monitoring, evaluation and revision of curriculum. FMJH uses a variety of data sources that are utilized regularly to inform curriculum development as well as the use of central level specialists to support the implementation of instruction. Data indicates the need for continued refinement of curriculum and the associated professional development in order to identify best practices for advancing the progress of English Language Learners, bilingual students, dyslexic students, and students with disabilities. Additional comprehensive plans guide the development of local student assessments, both formative and summative, as well as the utilization of assessment data to inform instructional decisions. FMJH has double blocked ELA classes to increase the number of minutes students have to focus on English Language Arts. FMJH will continue to use a variety of resources and strategies provided by RISD, in addition, we will implement the strategies and interventions in the ITT to increase student achievement.



# Parent and Community Engagement

## Parent and Community Engagement Summary

FMJH will continue to focus on increasing links between home and school by providing systematic opportunities for parent engagement and community involvement. FMJH will partner with the PTA to gain support on increasing the overall PTA membership, outreach and involvement at FMJH. We will provide opportunities for increased stakeholder input, and will continue to provide parental involvement sessions at FMJH. We will encourage student involvement through social media, including Twitter, Remind, Facebook and our school website. The community will have the opportunity to sign up and receive the weekly Charger Connection, giving them an update on all things FMJH. In addition, Mrs. Burt will host morning Coffee and Conversation sessions giving the parents and community an opportunity to come and ask specific questions regarding FMJH. We will also hold two Title 1 parent engagement nights which will focus on specific topics of interest relating to the lives of our students.

# School Context and Organization

## School Context and Organization Summary

FMJH will contribute to the district wide goal by focusing on GROWTH for students, teachers, administrators and all personnel. FMJH is focused on student growth goals to include 100% of FMJH students and for them to be successful within the time line established by the District. FMJH has built in a 26 minute intervention time called Elevate your Learning in an effort to maximize instructional time and to provide opportunities for student interventions during the school day. Campus data meetings will be scheduled for focus on student interventions to monitor campus success with student performance. Campus needs will be identified using formal/informal data and student performance will be monitored every 9 weeks.

# Technology

## Technology Summary

Technology integration is an important component of student learning at FMJH. Every student has a chromebook during the school day and technology has been integrated into all subject areas. FMJH has adopted the SAMR model to evaluate the level of technology integration taking place in the classroom. Not all lessons need to be at redefinition, as the needs of integration in each lesson vary.









# Goals

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 1:** Increase extra-curricular participation.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue









Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Increase opportunities for student engagement through campus extracurricular activities by making daily announcements with club meeting information, information in the newsletter and recruiting during the school day. These activities include athletics, band, orchestra, choir, theatre, art, Art Club, Drama Club, TOPS, Culture Club, NJHS, Yearbook and Student Council. <b>Strategy's Expected Result/Impact:</b> Increased student involvement and enrollment in campus extracurricular activities. <b>Staff Responsible for Monitoring:</b> All FMJH Athletic Coaches All Fine Arts Teacher Maddie Evans Olivia Jennings Carisa Velez Tiffany Skelton Jennifer Broussard Chelsea Alvarado Denise Brewer Tina Ancheta Julia Murphy Ruth Burkhalter Kathryn Williams  <b>Title I:</b> 2.6		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					




















**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 2:** Clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Incorporate Charger PRIDE by implementing PBIS and CHAMPS structures that will facilitate a culture of schoolwide PRIDE. Develop culturally relevant SEL lessons and activities taught during Advisory in order to improve the culture and environment at FMJH. The PBIS committee collect data based on campus survey results.  <b>Strategy's Expected Result/Impact:</b> An increase in positive behaviors and a decrease in suspensions with evidence of alternative discipline actions.  <b>Staff Responsible for Monitoring:</b> Antonio Miller PBIS Committee Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Promote positive behavior, using PBIS model in the classrooms and in the common campus areas at FMJH, and continue to reduce discipline referrals and overall number of ISS/OSS placements by implementing character, bullying, harassment and dating violence education through Advisory Lessons, hallway duty spots, Crises Counselor, peer mediators and monitoring students during breakfast, lunch and passing periods and school release time. Promote culture awareness and diversity through various lessons in Advisory throughout the year.  <b>Strategy's Expected Result/Impact:</b> Increase in student and teacher morale, Decrease in student referrals and ISS/OSS placements.  <b>Staff Responsible for Monitoring:</b> Antonio Miller PBIS Committee Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				



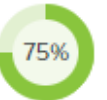









Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize the positive referral system to highlight the excellent behavior of our students. <b>Strategy's Expected Result/Impact:</b> Increase in morale among students, increase in positive relationships between teachers and students and a decrease in ISS/OSS. <b>Staff Responsible for Monitoring:</b> All teachers Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Incorporate SEL strategies to assist students with mental health, social skills and academic achievement. <b>Strategy's Expected Result/Impact:</b> Long term success of all students. <b>Staff Responsible for Monitoring:</b> Counselors Administrators Dr. Gibbins and Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement campus wide behavior flow chart and train teachers on how to implement it into their classrooms. <b>Strategy's Expected Result/Impact:</b> Decrease in the number of campus referrals for ISS, OSS, and DAEP. Increase in the amount of instructional time on task. <b>Staff Responsible for Monitoring:</b> Administrators Campus PBIS Committee	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Development of a campus Charger Student of the Month program - Nominate 7th and one 8th grade students who display traits of the monthly characteristic. <b>Strategy's Expected Result/Impact:</b> Increase in student buy in of campus PBIS and an increase in positive student behavior. <b>Staff Responsible for Monitoring:</b> Administrators Teachers Campus PBIS Committee	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				















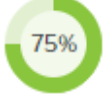

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 3:** Implementation of strategies for emergency response and the prevention of suicide, bullying, harassment and dating violence.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will participate in suicide, substance abuse and bullying prevention and intervention training. The TEEN Screen program will be used for students at 7th grade level. <b>Strategy's Expected Result/Impact:</b> Implementation of TEEN Screen and teacher participation. <b>Staff Responsible for Monitoring:</b> Counselors Administrators  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize technology and internet safety education in the classroom. <b>Strategy's Expected Result/Impact:</b> Increased proficiency in the use of technology programs and walk-throughs. <b>Staff Responsible for Monitoring:</b> Emily Northcutt, Digital Coach  Denise Brewer, LITE  Anna Coutant, AP	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to monitor student data reports in an effort to monitor immunization compliance and communicable disease of the student body. <b>Strategy's Expected Result/Impact:</b> Complete and up to date immunization records for all students. <b>Staff Responsible for Monitoring:</b> Krista Riley Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Create a campus emergency response team (ERT) that will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event or emergency should occur on campus. <b>Strategy's Expected Result/Impact:</b> Increased awareness and rate of response time of any and all emergency events on campus. <b>Staff Responsible for Monitoring:</b> Krista Riley ERT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create an environment where students feel a part of the school community through the continual monitoring of attendance using A2A. Schedule parent and student conferences when students accumulate multiple absences <b>Strategy's Expected Result/Impact:</b> Increase in graduation rates  Decrease in recidivism  Student Surveys <b>Staff Responsible for Monitoring:</b> Administrators Counselors Attendance Clerk	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Parents will receive communication regarding bullying incidents through phone calls and/or in person meetings. <b>Strategy's Expected Result/Impact:</b> An increased awareness of bullying incidents and a decrease in overall bullying numbers. <b>Staff Responsible for Monitoring:</b> All staff Administrators  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Monitor student absence information in order to monitor communicable disease issues on the campus. <b>Strategy's Expected Result/Impact:</b> Safe environment will be created through consistent monitoring of communicable disease issues on the campus. <b>Staff Responsible for Monitoring:</b> Krista Riley Administrators Counselors Attendance Clerk	Formative			Summative
	Nov	Jan	Mar	June
				





No Progress



Accomplished



Continue/Modify






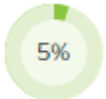



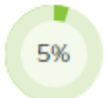



Discontinue

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 4:** Create transition strategies for students transitioning from elementary to FMJH and from FMJH to high school.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Communicate FMJH expectations to parents and students during Charging Into 7th Grade night and during 6th grade tours. <b>Strategy's Expected Result/Impact:</b> Increased attendance numbers. <b>Staff Responsible for Monitoring:</b> Counselors Administrators PTA  <b>Title I:</b> 4.1	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Coordinate a Spring Parent Information Night during the second semester. <b>Strategy's Expected Result/Impact:</b> Increase in parent awareness and involvement at FMJH. <b>Staff Responsible for Monitoring:</b> Antonio Miller Counselors Administrators  <b>Title I:</b> 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Coordinate an FMJH Showcase for all of the incoming 7th graders. <b>Strategy's Expected Result/Impact:</b> Increased neighborhood enrollment at FMJH. <b>Staff Responsible for Monitoring:</b> Counselors Administrators Instructional Coaches Department Heads	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

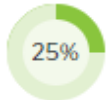

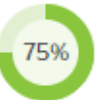





**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 5:** Ensure all student graduate college and/or career ready as measured by CCMR indicators (AP, College Ready Assessments, Dual-Credit)

**Evaluation Data Sources:** Increase students meeting the CCMR indicator

**Summative Evaluation:** Some progress made toward meeting Objective









**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Assist teachers with implementing the components of TRS with fidelity to support embedded CCMR standards and provide differentiated lessons for content mastery.  <b>Strategy's Expected Result/Impact:</b> Pre-SAT Performance Goals The number of walkthroughs by Administrators <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administrators District Curriculum Specialist	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 6:** Increase opportunities for physical activity as outlined by the coordinated health program.

- Evaluation Data Sources:** Fitness gram
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide at least 30 minutes of physical activity for students enrolled in physical education <b>Strategy's Expected Result/Impact:</b> 100 percent of students able to pass the fitness gram. <b>Staff Responsible for Monitoring:</b> P.E. Teachers Athletic Directors Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 7:** Student support services provided through partnership with Communities in Schools.

**Evaluation Data Sources:** Students will receive in school support and services as well as community resources to support them in overcoming structural barriers to both academic and behavioral successes.

CIS support staff



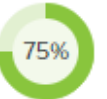





**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** continue

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 8:** Students will be aware and staff will implement strategies of the RISD Graduate Profile and it will be used in accordance with district guidelines.





- Evaluation Data Sources:** Walk Through Data
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Student competencies will be known, referenced, and applied by all students and staff. <b>Strategy's Expected Result/Impact:</b> Instructional strategies observed that are aligned to the graduate profile. <b>Staff Responsible for Monitoring:</b> Administration Teachers Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 2:** We will guarantee that all students will perform at or above grade level.









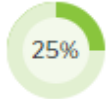

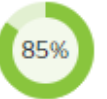

**Performance Objective 1:** The number of students moving from "approaches" to "meets" in all tested areas will increase.









- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> Meet as an leadership team throughout the year to address instructional needs in the areas of math, RLA, science and social studies for 7th and 8th grade. The team will:</p> <p>Meet once a month to assess, monitor, and adjust instruction for RLA, Math, Science and Social Studies.</p> <p>Discuss TEKS, Best Practices, Good 1st instruction, and meet data targets.</p> <p>Conduct walk-throughs (calibration, specific and targeted feedback given to teachers, monitor instruction, identify successes and areas for growth) frequently.</p> <p>Perform QSA Data Analysis for each QSA with specific, monitored interventions, actions, ideas, resources, training deemed needed by leadership.</p> <p>Utilize performance assessments in PLC to address ways students can demonstrate their understanding and participate in rigorous and engaging experiences related to the TEKS.</p> <p>Develop, implement, monitor and adjust targeted Action Plan for Math, RLA, Science and Social Studies.</p> <p>Develop systems, expectations and protocols for data analysis to be implemented by teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in effective Tier 1 instruction.</p> <p>Increased performance on QSAs, simulations and STAAR.</p> <p>A decrease in the number of students needing interventions</p> <p>An increase in employment of TEKS based, pedagogically sound best practices.</p> <p><b>Staff Responsible for Monitoring:</b> Content Teachers</p> <p>Instructional Coaches</p> <p>District Specialists in content areas</p> <p>Administrators</p> <p><b>Title I:</b></p> <p>2.4, 2.5, 2.6</p>				



Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Utilize instructional coaches and district specialists to improve overall instruction and implementation in core content areas. This will be done by training teachers in research-based pedagogical strategies and best practices. <b>Strategy's Expected Result/Impact:</b> Increase student performance in state and local assessments, performance assessments, QSAs, and meeting the FMJH performance growth goals  Lesson plans that have an emphasis on the four PLC questions   Increase in Lead4ward strategies engaging students in instruction <b>Staff Responsible for Monitoring:</b> Content teachers Instructional Coaches District Specialists in content areas  <b>Title I:</b> 2.4, 2.5, 2.6		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Ensure mastery teaching by consistent implementation and monitoring of core area YAGS, TRS, IFD's and Lead4ward, and campus Look Fors while maintaining staff collaborative planning and assessments.  Use formal and informal assessments in class to check for understanding, plan for interventions , tutoring and reteaching needs. (google forms, etc.)  Effectively incorporate lesson plan elements utilizing technology for teachers and students. <b>Strategy's Expected Result/Impact:</b> Increase student performance in all core areas Increased performance in the area of literacy Walk-through data CTA Observations Formal/Informal classroom observations Meeting the FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> All Teachers Instructional Coaches Campus Administrators  <b>Title I:</b> 2.4, 2.5, 2.6		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Use of teacher data forms consisting of formative assessment data and unit/CBA data to drive discussions during CTA meetings within departments. <b>Strategy's Expected Result/Impact:</b> Implementation of individual teacher data forms to guide instructional decisions to increase students achievement. Remediation session that target specific students based on data. Assessment scores that are on target to meet FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> Math, Science, Social Studies, RLA teachers, and Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Ensure mastery teaching by consistent implementation and monitoring of core area YAGs, maintaining staff collaborative planning and assessments.  Emphasize teacher collaboration by having common planning sessions.  Use formal and informal assessments for tutoring and reteaching.  Effectively incorporate lesson plan elements utilizing technology for teachers and students <b>Strategy's Expected Result/Impact:</b> Increase Student performance Walk-through data CTA Observations Formal/Informal classroom observations FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> All Teachers Instructional Coaches Campus Administrators Technology Specialists  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Implement PGP for all at-risk 8th grade students. The counselor will meet with them after identifying on FOCUS those that are at-risk to create an intervention plan one-on-one with the students and then monitor with them throughout the school year. <b>Strategy's Expected Result/Impact:</b> Meetings take place and plans created, implemented and monitored. <b>Staff Responsible for Monitoring:</b> Counselors  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Focus on students who are struggling and reading below grade level by continuously monitoring data and providing tutoring sessions to help students improve in all core content areas. <b>Strategy's Expected Result/Impact:</b> Increased performance in all core areas, literacy and meeting FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Science, Math, RLA, and Social Studies teachers ESL teachers SPED teachers Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

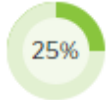











**Goal 2:** We will guarantee that all students will perform at or above grade level.

















**Performance Objective 2:** Differentiate instruction to ensure the success of all students.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All students in all core content areas will participate in Elevate your learning intervention or extension groups. <b>Strategy's Expected Result/Impact:</b> Increased achievement in our growth and mastery in core classes. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administrators  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will work with RISD specialists to learn ESL, SPED and GT/Advanced Strategies. <b>Strategy's Expected Result/Impact:</b> Utilization of different instructional strategies and increased achievement in the areas of ESL, SPED, GT/Advanced that are evident by scores that are in line with FMJH performance growth goals. <b>Staff Responsible for Monitoring:</b> All staff Veronica Escalante and Team Katie Barrett SSS Department Elizabeth Swanner and Team  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to implement Differentiated instruction strategies to enhance student engagement via strategic RTI/MTSS/Branching Minds support systems to meet the needs of our culturally diverse student population. <b>Strategy's Expected Result/Impact:</b> Increased student engagement as a result of them having choice. Meeting the FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches Department Heads  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Professional development constructed through CTA's to target: Differentiated instruction, integrated technology, and formative assessments strategies. <b>Strategy's Expected Result/Impact:</b> Increase student performance as well as student engagement. Meeting FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> Instructional Coaches  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Design and monitor a data driven structure to support SPED, LEP, Dyslexia, 504, and Economically Disadvantaged students in core courses, including schedule-embedded pull-out tutoring, before/after school tutoring, Elevate, Saturday Schools and other academic interventions. <b>Strategy's Expected Result/Impact:</b> Increase of student performance on STAAR, classroom observations, assessments, EOC, TELPAS, Pass/Failure rates, meeting FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> Math, Science, Social Studies, and RLA Teachers SPED ESL Instructional Coaches Department Heads Administrators  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				



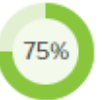





Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Through use of planning and CTA, teachers will develop collaborative student centered lessons that engage the students in their own learning. <b>Strategy's Expected Result/Impact:</b> Growth on previous years CBA's Effective lesson plans Walk-through observations Formative Assessments An increase of scores on assessments that are in line with FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Instructional Coaches  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> The core content teachers will work with complete coaching cycles with the campus digital coach to integrate technology in the classroom. <b>Strategy's Expected Result/Impact:</b> Improved teachers use of technology that goes beyond substitution to making connections to learning in meaningful ways and improving formative assessments. <b>Staff Responsible for Monitoring:</b> Digital Coach, Emily Northcutt Administrators  <b>Title I:</b> 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Through use of planning, and unit unpacking during CTA, teachers will develop collaborative student centered lessons that engage the students in their own learning. <b>Strategy's Expected Result/Impact:</b> Growth on previous years CBA's Effective lesson plans Walk through observations Formative Assessments An increase of scores on assessments that are in line with FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				













**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 3:** There will be improvement in 7th and 8th RLA (reading and writing) based on the lead4ward heat map, IXL, and TRS curriculum.













**Summative Evaluation:** Significant progress made toward meeting Objective









**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize instructional coaches and district specialists to improve overall instruction and implementation in RLA areas. This will be done by training teachers in research-based pedagogical strategies and best practices. <b>Strategy's Expected Result/Impact:</b> Increase student performance in all core areas Increased performance in the area of literacy Walk-through data CTA Observations Formal/Informal classroom observations Meeting the FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Content teachers Instructional Coaches District Specialists in content areas  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RLA teachers will participate in weekly goals setting during CTA based off of performance assessments, formative assessment data as well as unit/CBA data. This will ensure that goals address specific needs of those CTA members and their students. <b>Strategy's Expected Result/Impact:</b> Increase in student performance and meeting FMJH Performance Growth Goals. A focus on literacy and writing in RLA. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administrators District Specialists  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize CTA meetings a. Create norms that allow a collaborative, creative, accepting climate while making student-centered, data driven decisions b. Provide best practices and strategies for differentiating instruction and engagement  <b>Strategy's Expected Result/Impact:</b> CBA data Development of weekly lesson plans Formal walk through data Meeting FJMH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> RLA Teachers Instructional coaches Administrators  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> ILAB teachers will conference with their students on a regular basis to provide feedback for growth. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in ILAB and meeting FMJH Performance Growth Goals. A focus on Literacy. <b>Staff Responsible for Monitoring:</b> ILAB teachers ILAB Specialists ILAB Instructional Coach  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Plan RLA activities during the fall and spring semesters that are engaging and will help develop and enhance student literacy skills. <b>Strategy's Expected Result/Impact:</b> Increase student achievement in RLA and meeting FMJH Performance Growth Goals. A Focus on Literacy. <b>Staff Responsible for Monitoring:</b> Antonio Miller Julia Murphy (IC) RLA Specialists  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Attend professional development sessions in RISD and Region 10 that are focused on 90 Minute instruction for Language Arts reading strategies, writing strategies and revising/editing. <b>Strategy's Expected Result/Impact:</b> Appropriate lesson structure and pacing activities and materials during the 90 minute block. Students who are actively engaged during the block. Increased student achievement in the block classes. <b>Staff Responsible for Monitoring:</b> Antonio Miller Susan Burt Julia Murphy  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Utilize Lead4ward strategies and performance assessments to engage students and assist students with displaying mastery of reading and writing TEKS. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in RLA and meeting FMJH Performance Growth Goals. A focus on Literacy and Writing. <b>Staff Responsible for Monitoring:</b> RLA teachers RLA Specialists Julia Murphy Antonio Miller  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> To increase student performance in writing, provide professional development to teachers on how to incorporate writing in all subject areas.  Present staff development on ESL strategies, specifically in the area of vocabulary development  Present staff development on strategies for teaching students with disabilities <b>Strategy's Expected Result/Impact:</b> Implementation of strategies in classroom through teacher lesson plans, walk-through data, performance assessments, increased student performance on QSAs, and meeting FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Julia Murphy RLA Specialists Administrators  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Increase ALL students writing abilities and reach missed state system safeguards in Hispanic and Economically disadvantaged student groups through targeted tutorials. CTA will be used to discuss and implement authentic writing into lesson plans across all content areas.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement in writing and FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> All Staff  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 2:** We will guarantee that all students will perform at or above grade level.









**Performance Objective 4:** We will implement strategies for continuous teacher improvement and ongoing training.

















**Summative Evaluation:** Significant progress made toward meeting Objective





















**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize instructional coaches and district content specialists to improve overall instruction and lesson design and implementation in core content areas. <b>Strategy's Expected Result/Impact:</b> Overall instruction and student engagement will improve. FMJH Performance Growth Goals will be met. <b>Staff Responsible for Monitoring:</b> Core content teachers, Instructional Coaches, and District Specialists.  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Attend professional development sessions in RISD, Region 10, etc. that are focused on a language arts block, reading strategies, writing strategies and revising/editing. <b>Strategy's Expected Result/Impact:</b> Appropriate lesson structure and pacing and materials during the 90 minute block. Students are actively engaged during the block. Increased student achievement in the block classes. <b>Staff Responsible for Monitoring:</b> Teachers Instructional Coaches Administrators  <b>Title I:</b> 2.5	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Train all core teachers in lead4ward, with emphasis on deconstructing the TEKS. <b>Strategy's Expected Result/Impact:</b> A thorough understanding of the TEKS, what is tested, how and at what level. Evidence of the Learning Design Framework in the CTA process. <b>Staff Responsible for Monitoring:</b> Administrators ICs Directors and Specialists  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Professional Development and Training from Lead4ward and RISD PD. <b>Strategy's Expected Result/Impact:</b> Lesson plans incorporating learning from PD CTA agenda CTA observations Teacher Feedback Student Data (formal and informal) PD registration <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administrators  <b>Title I:</b> 2.4	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Plan/provide professional development opportunities during CTA's and staff development days for teachers on ways to incorporate literacy across all subject areas.  Seek out off campus professional development opportunities through outside agencies to further teachers learning. <b>Strategy's Expected Result/Impact:</b> Lesson plans incorporating learning from PD CTA Agenda CTA observations Teacher Feedback Student Data (formal and informal) PD registration <b>Staff Responsible for Monitoring:</b> Instructional Coaches District/Content Specialists Campus Administrators  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> To increase student performance in writing across disciplines: provide professional development to teachers on how to incorporate writing in all subject areas.  Present staff development on ESL strategies, specifically in the area of vocabulary development.  Present staff development on strategies for teaching students with disabilities. <b>Strategy's Expected Result/Impact:</b> Implementation of strategies in classrooms through teacher lesson plans, walk-through data, increased student performance on QSAs and meeting FMJH Performance Growth Goals The incorporation of literacy across all content areas. <b>Staff Responsible for Monitoring:</b> Julia Murphy Instructional Coach Lyndsy Conrad SPED Teachers  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> All staff will be trained on Dyslexia modules 1,2 and 3 by the of the school year. <b>Strategy's Expected Result/Impact:</b> Training Documentation <b>Staff Responsible for Monitoring:</b> Administrators District Dyslexia Staff  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Professional related staff development will occur weekly during content area CTA set times in order to positively impact teacher and student growth and achievement. The CTA Model and the 4 questions will be the focus. <b>Strategy's Expected Result/Impact:</b> Student and teacher performance; CTA Agendas <b>Staff Responsible for Monitoring:</b> Administrators, IC's and Department Heads for each core content area.  <b>Title I:</b> 2.4	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Use data to identify students who need to be moved to an advanced class by the beginning of September. <b>Strategy's Expected Result/Impact:</b> An increase in the enrollment in advanced classes. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches Teachers Counselors  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Communicate advanced course expectations to parents during Charging into 7th Grade and during our Spring Curriculum Night. <b>Strategy's Expected Result/Impact:</b> Increase in advanced course enrollment <b>Staff Responsible for Monitoring:</b> Administrators Adv. teachers Counselors  <b>Title I:</b> 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				








Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Teachers will maintain and receive 30 hours of GT professional development along with the 6 hour update. <b>Strategy's Expected Result/Impact:</b> Increase in the number of GT certified teachers. Advanced teachers completion of GT course/update <b>Staff Responsible for Monitoring:</b> Administrators and department heads All advanced and GT Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Implement and monitor the plan to improve performance in instruction, enrollment and retention for secondary gifted and talented students. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in GT classes Student performance data <b>Staff Responsible for Monitoring:</b> All teachers involved in teaching GT coursework. Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> AVID students will receive support that promotes success in all academic areas with emphasis on advanced classes. <b>Strategy's Expected Result/Impact:</b> Increase enrollment in AVID classes AVID Student Performance data in advanced classes <b>Staff Responsible for Monitoring:</b> Shawntel Coy AVID site team Campus Administrators  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> All staff will participate in engaging and ongoing professional development on teacher competencies and research based instructional priorities to best support growth in STAAR/EOC and STAAR 2.0 readiness. <b>Strategy's Expected Result/Impact:</b> Staff will implement strategies to best support student growth <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.


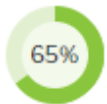



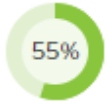
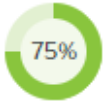



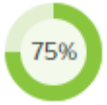





**Performance Objective 5:** There will be improvement in 7th and 8th Math and Algebra I based on the lead4ward heat map and TRS curriculum.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide targeted tutoring opportunities before and after school and during Elevate to review Algebraic concepts.  Incorporate Algebra Tutorials <b>Strategy's Expected Result/Impact:</b> All students will receive 100% Mastery of the Algebra EOC. <b>Staff Responsible for Monitoring:</b> Anna Coutant Brittany Suits Paige Houghtaling  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize conference periods to push into other Math classes to provide small group instruction and/or intervention.  <b>Strategy's Expected Result/Impact:</b> Increase in student achievement through targeted skill intervention based upon the needs of the students. <b>Staff Responsible for Monitoring:</b> Math Teachers Math IC/Brittany Suits Anna Coutant Paige Houghtaling  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			













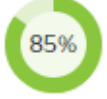

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Model during Math CTA of how to utilize formative assessment data including IXL/Eduphoria, Mastery connect, and Prodigy. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement as a result of using formative assessment data to drive instruction <b>Staff Responsible for Monitoring:</b> Math IC/Brittany Suits Anna Coutant Paige Houghtaling  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Will use IXL/Eduphoria to collect data and formative checks to address learning. <b>Strategy's Expected Result/Impact:</b> Increase growth and mastery on QSAs, Performance assessments, STAAR, and EOC. <b>Staff Responsible for Monitoring:</b> Anna Coutant Brittany Suits Paige Houghtaling  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Math Instructional Coach will target TEK specific areas of enrichment and intervention. <b>Strategy's Expected Result/Impact:</b> Increase growth and mastery on QSAs, Performance assessments, STAAR, and EOC. <b>Staff Responsible for Monitoring:</b> Brittany Suits Paige Houghtaling  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 6:** Increase student and parent involvement

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct a parent education session on Focus. This will be done during Parent Involvement Committee's fall meeting and PTA sessions. <b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education and the importance of literacy. <b>Staff Responsible for Monitoring:</b> Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Host a campus wide Family Academic Night each semester with the Parent Involvement Committee to support and communicate curriculum and instruction of the core content courses for student populations placed at risk. <b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education. Increased parent survey results <b>Staff Responsible for Monitoring:</b> Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Effectively communicate and enhance parent relationships through the implementation of Meet the Teacher, 6th grade tours, Multicultural Night, ESL Parent Night, monthly Coffee and Conversation meetings, Math/Science Night, Focus/Calendar Updates, Charger Connection, daily Remind.com messages, Charging Into 7th Grade, and call-outs. <b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education and school. Knowledge of the importance of literacy. <b>Staff Responsible for Monitoring:</b> All faculty and staff PTA Elizabeth Swanner	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure that teacher grade books are current and the appropriate number of grades are entered. <b>Strategy's Expected Result/Impact:</b> Fewer phone calls and emails about current grades. Parent satisfaction in the parent survey. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 55%	 85%	 100%
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				













**Goal 2:** We will guarantee that all students will perform at or above grade level.













**Performance Objective 7:** We will implement strategies to address state system safeguards, attendance, dropout/completion rates, The Ten Title I components, State Comp Ed amounts and PGP for At-Risk 8th Grade students.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement PGP for all at-risk 8th grade students. The counselor will meet with them after identifying on FOCUS those that are at-risk to create a intervention plan one-on-one with the students and then monitor with them throughout the school year. <b>Strategy's Expected Result/Impact:</b> Meetings take place and plans created, implemented and monitored. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Follow RISD guidelines for unexcused absences and truancy filings. Communicate with the students and the parents via A2A to keep them informed of the status of the student. <b>Strategy's Expected Result/Impact:</b> Increased attendance rates <b>Staff Responsible for Monitoring:</b> Megan Martin Emily Dragoo Anna Coutant Antonio Miller Susan Burt Attendance Clerk Counselors Tony Parker	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create an environment where students feel like part of the school community through the continual monitoring of attendance, via student conferences if students have several absences, or tardies. <b>Strategy's Expected Result/Impact:</b> Increase in graduation rates Decrease in recidivism Student Surveys <b>Staff Responsible for Monitoring:</b> Administrators Counselors Student Surveys Kathy Roffee	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Improve student performance to attain missed state system safeguards.  Improve student performance in Special Education to reach missed state safeguards in Reading, Math, Writing, Science & Social Studies through targeted tutoring, camps, twilight camps, and Saturday School.  Increase student MAP scores and reach missed state system safeguards in Hispanic and Economically disadvantaged student groups through targeted tutoring, camps, Elevate, HB4545, Saturday School.  CTA will be used to discuss and implement critical writing into lesson plans across all content areas. <b>Strategy's Expected Result/Impact:</b> Special Ed. Students reach state system safeguards and improvement of writing scores that are in line with the FMJH Performance Growth Goals. <b>Staff Responsible for Monitoring:</b> All Staff School Community  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> We will support English Language Learners with TELPAS preparations to pass all Reading, Writing, and Speaking domains. <b>Strategy's Expected Result/Impact:</b> TELPAs data STAAR results <b>Staff Responsible for Monitoring:</b> LPAC chair Administration  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



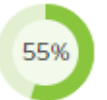





Strategy 6 Details	Reviews			
<b>Strategy 6:</b> We will utilize RTI, MTSS, and Branching minds to push students to perform at or above grade level <b>Strategy's Expected Result/Impact:</b> STAAR scores MAP data <b>Staff Responsible for Monitoring:</b> Administration SPED Instructional Coaches Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Use A2A meetings, student conferences with counselors & administration, and home locations to help identify possible and current leavers, high risk for dropout, and/or completing. When students withdraw, our SDS gathers why students are leaving to best understand. <b>Strategy's Expected Result/Impact:</b> Student dropout rates will decrease. Administration will use leaver information to address specific concerns brought to attention to help prevent an increase in leavers. <b>Staff Responsible for Monitoring:</b> Administration Attendance Clerk SDS Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

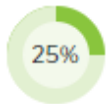










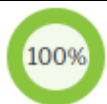




**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 8:** Integrate 21st Century learning and Texas College and Career Readiness (TCCR) skills and strategies into curriculum

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use Naviance to help guide conversations with students and parents about opportunities in fine arts, CTE, and advanced courses. Emphasize the fact that every graduating senior will have earned AP credit to use in college or a license/certificate by participating in CATE courses.  <b>Strategy's Expected Result/Impact:</b> Naviance will be completed in the lab, then counselors will successfully discuss with students about fine arts, CATE, dual credit and endorsements. Charging into 7th Grade in the fall semester will allow the counselors to address this requirement to our students and parents, and the parent information meeting in the spring will do the same. Counselors will speak with students when they select their courses, and the requirement will be emphasized again.  <b>Staff Responsible for Monitoring:</b> Counselors CATE Teachers Advanced and GT Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Through CTE and Naviance, students will have opportunities to explore college and career pathways to prepare them for post secondary success.  <b>Strategy's Expected Result/Impact:</b> Student surveys. <b>Staff Responsible for Monitoring:</b> CTE teachers and counselors	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase participation in AVID, GT, and advanced courses by incorporating instructional strategies that focus on the integration of technology. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in AVID, advanced and GT classes. ChromeBook Activities. Implementing ideas from our campus technology meetings with Emily Northcutt. <b>Staff Responsible for Monitoring:</b> Administrators Teachers: AVID, advanced and GT Instructional Coaches Denise Brewer  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Invite parents to attend an overview of graduation plans, CTE pathways, licensing, AP and dual credit opportunities <b>Strategy's Expected Result/Impact:</b> Attendees will have a better understanding of graduation requirements and opportunities <b>Staff Responsible for Monitoring:</b> Administrators Counselors  <b>Title I:</b> 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Throughout the school year and during scheduling, we will encourage students identified with potential to attempt advanced courses that may be challenging, as well as support students enrolled in advanced courses. <b>Strategy's Expected Result/Impact:</b> There will be an increase in advanced course enrollment and a decrease in drop rates. <b>Staff Responsible for Monitoring:</b> Counselors Administration Instructional Coaches Advanced/GT Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 9:** Participation in the TxNSI program, placing emphasis on African American student growth goals on the STAAR and EOC assessments.

- HB3 Goal**
- Evaluation Data Sources:** STAAR scores  
MAP data
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Discontinue - TxNSI grant is expired

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Increase in the enrollment of black, latinx and low income students in advanced classes, specially math. Increase opportunities for tutorials , ELEVATE, Saturday School, counseling, parent outreach, and building out culturally competent lessons during planning in CTA/PLC's <b>Strategy's Expected Result/Impact:</b> Increased performance of black and latinx subgroups Increased advanced placement enrollment of black and latinx students. <b>Staff Responsible for Monitoring:</b> Administration Teachers Counselors Instructional Coaches		Formative			Summative
		Nov	Jan	Mar	June
		No Progress	Accomplished	Continue/Modify	Discontinue

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 10:** Implement MAP testing (BOY, MOY, EOY) - Parents will participate in parent/teacher conferences to review scores and students will set goals and track data accordingly.

**Evaluation Data Sources:** Parents will be more informed of how MAP determines STAAR performance.  
Student achievement

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> MAP scores will be used to drive instruction, specifically for TIER 2 and TIER 3 students. <b>Strategy's Expected Result/Impact:</b> Teachers will implemented differentiated strategies to ensure student growth. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We will prioritize STAAR/EOC and STAAR 2.0 building readiness with a focus on student growth. <b>Strategy's Expected Result/Impact:</b> STAAR results <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 11:** Class size reductions to increase opportunity for more effective small group instruction.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop master schedule that considers the needs of all students, core subjects, reading, science and math will have class sizes of less than 30 students <b>Strategy's Expected Result/Impact:</b> Increased student achievement	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





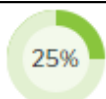



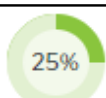
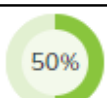
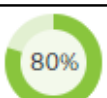

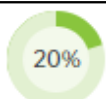



**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 12:** Enhance AP programming and increase opportunities for students to take more rigorous coursework

**Evaluation Data Sources:** Increase student passing rate for all grades

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will attend district professional development on the district-wide definition of Pre-AP <b>Strategy's Expected Result/Impact:</b> Professional Development Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Pre-AP teachers will attend College Board Summer Training at least once every four years. <b>Strategy's Expected Result/Impact:</b> Professional Development Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Analyze student AP data to drive curricular and instructional decisions (embedded within CTA's) <b>Strategy's Expected Result/Impact:</b> Evidence of the 4 CTA Questions Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Teachers Instructional Coaches Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Utilize calibrated walkthroughs to ensure implementation of the College Board Curriculum <b>Strategy's Expected Result/Impact:</b> Walk-through documents and data Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 13:** Create individualized Accelerated learning plans, that will include tutoring plans and sessions for struggling students using current and past data in all core content areas. These will occur through our Elevate time that is included 4 days a week, saturday school, and tutoring before/after school.

- Evaluation Data Sources:** Branching Minds
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Continue













Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Before/After school tutoring, saturday school, Elevate, and other opportunities provide by specific courses <b>Strategy's Expected Result/Impact:</b> Increased performance in all core areas, literacy and meeting FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administration Teachers Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Staff will use curriculum, IXL, Formative, Progress Learning, and other resources that are available to enhance learning. <b>Strategy's Expected Result/Impact:</b> Increased performance in all core areas, literacy and meeting FMJH Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administration Teachers Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				


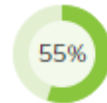








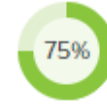


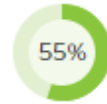


**Goal 3:** We will recruit, retain and reward quality personnel.

**Performance Objective 1:** We will implement strategies for mentoring, new teacher/new to FMJH support and decreasing the teacher turnover rate.





















**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement and supplement the district mentoring program to support new staff by assigning year 0-2 teachers with an experienced campus based mentor who will meet with them throughout the year to help guide them through the new teacher ups and downs. <b>Strategy's Expected Result/Impact:</b> Monthly Mentor Logs of meetings held with mentee. Implementation of a Charger University led by mentor lead. <b>Staff Responsible for Monitoring:</b> Brittney Suits Susan Burt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> An "employer of choice" climate and culture will be created. <b>Strategy's Expected Result/Impact:</b> Increased teacher retention and a teacher turnover rate that shall be equal to or less than district average. <b>Staff Responsible for Monitoring:</b> Administrators ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Faculty, staff, and students will be recognized for outstanding work. Faculty and Staff Member of the Month winners will receive treats and rewards, and participate in Sunshine Committee and PBIS sponsored activities to promote school culture and climate. A student from each department will be recognized for displaying the Character trait of the month and have their picture on the board and in the Charger Connection. <b>Strategy's Expected Result/Impact:</b> An increase in Charger PRIDE and overall ownership of FMJH initiatives with implementation of PBIS/CHAMPS systems and strategies. <b>Staff Responsible for Monitoring:</b> Antonio Miller	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Identify, recruit, and hire high-performing staff utilizing the RISD Teacher Profile and teacher competencies. <b>Strategy's Expected Result/Impact:</b> Teachers who believe in working hard to increase student achievement. Teacher who buy in to all of the RISD and FMJH initiatives. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement Charger University and use Google Form Surveys for questions pertaining to staff support initiatives. <b>Strategy's Expected Result/Impact:</b> Teachers who believe in working hard to increase student achievement.  More comprehensive teacher buy in to all of the RISD and FMJH initiatives. <b>Staff Responsible for Monitoring:</b> Administrators, Brittney Suites, Emity Northcutt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> All administrators will conduct a minimum of 5 walkthroughs per week, and provide feedback using the Eduphoria walkthrough form. Feedback will be provided to teachers in a timely manner and include a "glow" and a "grow" in order to provide constructive, intentional, and specific feedback. <b>Strategy's Expected Result/Impact:</b> Walk through forms are entered, and teachers are growing based on their feedback. Teachers are successfully working toward their goals. <b>Staff Responsible for Monitoring:</b> Susan Burt  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Develop campus based surveys and utilize district surveys to improve the overall operation of the campus. <b>Strategy's Expected Result/Impact:</b> Use of surveys to formulate goals, allow teachers a voice and to assess the impact of decisions. <b>Staff Responsible for Monitoring:</b> Administrators ILT	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Professional staff development will occur weekly during content area CTA times in order to positively impact teacher understanding of TRS, TEKS, and Lead4ward in order to fully support student growth and achievement. The CTA Model and the 4 questions will be the focus. <b>Strategy's Expected Result/Impact:</b> Increase in student and teacher performance data <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coaches, and Department Heads for each core content area	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Align teachers' PD plans with their T-TESS goals, and teacher competences. <b>Strategy's Expected Result/Impact:</b> Improve teacher pedagogy, focus and enthusiasm towards increasing student growth and mastery. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Development of PD sessions for In Class Teacher Support (ICTS), development of IEPs and classroom accommodations for both General Education and Special Education Teachers. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement for students with disabilities and/or accommodations. <b>Staff Responsible for Monitoring:</b> Administrators Classroom Teachers SPED Dept.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Strategy 11: Source culturally competent and culturally responsive resources when planning and delivering lessons. <b>Strategy's Expected Result/Impact:</b> Will help build relationships with students and staff across cultures, and celebrate diversity campus wide. i.e. (Multicultural Night, Heritage Months) Implement and continued supports for LGBTQ+ students with safe and welcoming gathering spaces. Continue to utilize translation services such as talking points and on demand language supports. Communicate with families to establish relationships. <b>Staff Responsible for Monitoring:</b> Administrators, Counselors and teachers, staff.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







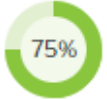

**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.









**Performance Objective 1:** Identify and utilize campus surveys to develop campus goals: specifically teacher morale and discipline.









**Evaluation Data Sources:** 85% or higher of positive responses to campus surveys.

















**Summative Evaluation:** Some progress made toward meeting Objective









**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop campus surveys and utilize district designed surveys to improve the overall operation of the campus. <b>Strategy's Expected Result/Impact:</b> Use of surveys to formulate goals and to assess the the overall impact of decisions. <b>Staff Responsible for Monitoring:</b> Administrators ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use Naviance to help guide conversations with students and parents about opportunities in fine arts, CTE, dual credit courses and endorsements, and discuss this with parents during Charging Into 7th Grade <b>Strategy's Expected Result/Impact:</b> Enrollment in CTE, dual credit and Fine arts courses <b>Staff Responsible for Monitoring:</b> Counselors CATE Teachers PreAP and GT Teachers  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Host a parent education session on using Focus to access grades/attendance. This session will be scheduled during the Parent Involvement Committee's fall meeting and PTA session.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education and the importance of literacy.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches Counselors Administrators</p> <p><b>Title I:</b> 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Host a campus wide Family Academic Night each semester with the Parental Involvement Committee to support and communicate curriculum and instruction of the core content courses for student populations placed at risk. (This will be done in addition to hosting a session on using Focus).</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education.</p> <p>Increased parent survey results.</p> <p><b>Staff Responsible for Monitoring:</b> Antonio Miller Counselors Administrators</p> <p><b>Title I:</b> 2.6, 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement strategies for ongoing, creative avenues to communicate and market school brand to parents and community in order to effectively communicate and enhance parent relationships through Meet the Teacher night, 6th grade tours, Multicultural Night, ESL Parent Night, monthly Coffee and Conversation meetings, Charger Roundup, Focus/Calendar Updates, Charger Connection, daily Remind.com, Charging Into 7th Grade, Blackboard Connects Mass Notifications and parent conferences. Update campus website regularly.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental involvement and knowledge about students education and school.</p> <p>Communicate Knowledge of the importance of literacy.</p> <p>Increase in parental understanding of what FMJH has to offer students and their families.</p> <p>Charger Roundup, Charger Connection/Smore Newsletter</p> <p><b>Staff Responsible for Monitoring:</b> All faculty and staff PTA Emily Northcutt Susan Burt</p> <p><b>Title I:</b> 2.6, 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Keep parents informed and engaged. Also keep parents up to date of their child's progress in school, in addition to their grades by ensuring grade books are current and reflect the appropriate number of grades.</p> <p><b>Strategy's Expected Result/Impact:</b> Up to date Focus accounts. Language translation services such as on demand and talking point. Front office staff will continue to greet publics and assist them with all aspects of student needs. Increase in parent involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Counselors All Teachers</p> <p><b>Title I:</b> 4.1</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Promote FMJH through postings on Twitter, the PTA Facebook page, campus marquee and the weekly Charger Connection. <b>Strategy's Expected Result/Impact:</b> Our number of Twitter followers will increase, and the number of "opt-ins" for The Charger Connection will increase.  Increase in parent satisfaction regarding communication and happenings at FMJH. <b>Staff Responsible for Monitoring:</b> Administrators PTA	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Encourage teachers to use Twitter to feature their classes and the activities taking place in them. <b>Strategy's Expected Result/Impact:</b> An increase in the number of teachers with Twitter accounts who actively use them to promote FMJH and to communicate with parents. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The PTA will actively recruit parents that reflect the diversity of the student population. <b>Strategy's Expected Result/Impact:</b> An increase in the number of parent PTA members. <b>Staff Responsible for Monitoring:</b> Administrators PTA Teachers  <b>Title I:</b> 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Parents will receive communication regarding bullying incidents through phone calls and/or in person meetings. <b>Strategy's Expected Result/Impact:</b> An increased awareness of bullying incidents and a decrease in overall bullying numbers. <b>Staff Responsible for Monitoring:</b> All staff Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Implementation of "Charger Partners" - Community organizations and businesses partner with FMJH -PTA to support the development and implementation of campus initiatives. <b>Strategy's Expected Result/Impact:</b> Increase in campus and community partnerships. Work with PTA to increase monthly campus based volunteer opportunities. <b>Staff Responsible for Monitoring:</b> Administrators PTA Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

**Performance Objective 2:** We will encourage campus participation and partnerships with PTAs









- Evaluation Data Sources:** We will have 100% faculty participation
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will give certain prizes/privileges for faculty & staff for reaching 100% participation in PTA <b>Strategy's Expected Result/Impact:</b> 100% faculty membership <b>Staff Responsible for Monitoring:</b> Administration PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We will encourage and promote angel memberships, having a member for every student, and collaborate with PTA to include the community. <b>Strategy's Expected Result/Impact:</b> An increase in PTA membership <b>Staff Responsible for Monitoring:</b> Administration PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 4:** We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

**Performance Objective 3:** We will provide opportunities for parents/family to be engaged in on campus volunteer opportunities

- Evaluation Data Sources:** We will utilize the Voly system to encourage volunteer sign up
- Summative Evaluation:** Some progress made toward meeting Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will provide opportunities for parents/families to volunteer for opportunitites on campus <b>Strategy's Expected Result/Impact:</b> Wew ill have an increase in family engagement <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

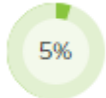





















**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 1:** We will identify and apply for funding opportunities that will support the specific needs of the campus.

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Apply for the Lake Highlands Women's League grant to support the continued development of PBIS and related PD opportunities <b>Strategy's Expected Result/Impact:</b> Increase in funding that will allow more teachers and students to benefit from PBIS. <b>Staff Responsible for Monitoring:</b> Antonio Miller PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide meaningful campus PD through a "Mini Get Your Teach On" session that focuses on data analysis, relationship building, and engaging, research based teaching strategies. <b>Strategy's Expected Result/Impact:</b> Higher growth on common formative assessments and a decrease in negative behavior consequences, as a result of positive teacher/student relationship building and engagement in the classroom. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure all staff who directly order/receive goods are aware of proper procurement procedures <b>Strategy's Expected Result/Impact:</b> 100 percent compliance with policy. <b>Staff Responsible for Monitoring:</b> Administration Executive Assistant - Mrs. Martinez  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure expenditures support student outcomes, teacher morale/retention, etc <b>Strategy's Expected Result/Impact:</b> Staff climate survey <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				









**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 2:** We will provide opportunities for training & support for all staff in regards to money handling/payment

**Evaluation Data Sources:** Feedback from faculty & staff

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide training & support to support staff processing POs, sub payment, etc to ensure the proper procedures are followed <b>Strategy's Expected Result/Impact:</b> Procedures are implemented appropriately <b>Staff Responsible for Monitoring:</b> Susan Burt & Assistant principals	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 3:** We will ensure expenditures support student outcomes, teacher morale/retention, etc.

- Evaluation Data Sources:** Student performance & feedback data and teacher surveys
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will go through an approval process through administration and our executive assistant to ensure funding is appropriately used. <b>Strategy's Expected Result/Impact:</b> Student and teacher performance will be positively impacted by funding use <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>50%</div>	<div><div></div>60%</div>	<div><div></div>80%</div>	<div><div></div>100%</div>
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				



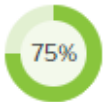



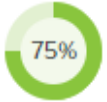









**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.









**Performance Objective 1:** We will implement and practice procedures with staff and students and hold a "I know what to do day." four times in the school year.

**Evaluation Data Sources:** "I know what to do day" curriculum & feedback from students/staff

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> In conjunction with the district's focus on the "I know what to do" days and/or "Safety Weeks", we will create a campus presentation covering each drill and review these throughout the day. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the SRP procedures and safety protocols. <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create a student survey evaluate the impact of our "I Know What To Do Day" and/or "Safety Week". <b>Strategy's Expected Result/Impact:</b> Utilize student input to increase awareness of the SRP protocols. <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Strategy 3: Distribute SRP ID cards and updated wall posters, as a result of construction, to staff. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt RISD Safety and Security	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Strategy 4: Conduct staff training on the SRP procedures. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Anna Coutant Antonio Miller	Formative			Summative
	Nov	Jan	Mar	June
				










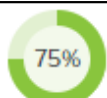
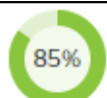





Strategy 5 Details		Reviews			
<b>Strategy 5:</b> As the building changes, we will work with RISD safety and security to update any changes that occur due to the construction on campus. <b>Strategy's Expected Result/Impact:</b> Students and staff will know and understand the procedures that change due to construction on Campus <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt SRO Safety and Security		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					









**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 2:** We will implement on-going safety protocols for students and staff.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create a presentation covering the procedures of the SRP. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize student/staff surveys to evaluate SRP Awareness and misconceptions. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Distribute SRP ID cards and wall posters to staff. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt RISD Safety & Security Department,	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Conduct staff training on the SRP procedures. <b>Strategy's Expected Result/Impact:</b> Increase student and staff awareness of the new SRP procedures. <b>Staff Responsible for Monitoring:</b> Anna Coutant	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
<b>Strategy 5:</b> As the building changes, we will work with RISD safety and security to update any changes that occur due to the construction on campus. <b>Strategy's Expected Result/Impact:</b> Students and staff will know and understand the procedures that change due to construction on Campus <b>Staff Responsible for Monitoring:</b> Anna Coutant Susan Burt School Resource Officer RISD Safety and Security Department	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 3:** We will ensure effective communication of safety drills via blackboard to parents after each safety drill.

- Evaluation Data Sources:** Blackboard messaging
- Summative Evaluation:** Some progress made toward meeting Objective
- Next Year's Recommendation:** continue









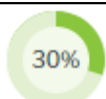

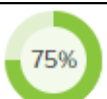





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Send a INFORMACAST message: Phone, Email and Text after the completion of each safety drill completed. <b>Strategy's Expected Result/Impact:</b> Increase parent awareness of safety procedures and protocols. <b>Staff Responsible for Monitoring:</b> Anna Coutant Antonio Miller	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 4:** The campus will implement monthly safety drills and update CIP quarterly to show completion.

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement evacuation drill once per school year. <b>Strategy's Expected Result/Impact:</b> Increased student and staff efficiency of the evacuation process. <b>Staff Responsible for Monitoring:</b> Administrators School Resource Officer	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement Lockdown, Hold, Secure and Shelter in Place drills once per semester. <b>Strategy's Expected Result/Impact:</b> Increased student and staff awareness and efficiency of the SRP drills. <b>Staff Responsible for Monitoring:</b> Administrators School Resource Officer	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create a campus emergency response team (ERT), that will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event or emergency should occur on campus. <b>Strategy's Expected Result/Impact:</b> Increased awareness and rate of response time of any and all emergency events on campus. <b>Staff Responsible for Monitoring:</b> Krista Riley (RN) Admin Appointed Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement monthly fire drills. <b>Strategy's Expected Result/Impact:</b> Increased student and staff awareness and efficiency of the SRP drills. <b>Staff Responsible for Monitoring:</b> Administrators School Resource Officer	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 5:** We will implement a school wide pilot program of Yondr bags to help enforce cellphone and technology device policy for students based on the Richardson ISD student code of conduct









- Evaluation Data Sources:** Decrease in student cell phone policy violations.
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** continue

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Communicate the student technology policies to community stake holders via blackboard, email, in person, and paper copies sent home to ensure knowledge. Students will get a copy of these policies through Charger Round Up and Charger Camp. Parents and students will acknowledge and agree to these policises through a signature during registration. <b>Strategy's Expected Result/Impact:</b> There will be an increase in student classroom engagement, a decrease in cyber bullying and innapropriate use of devices during the school day, and create a safer learning environment for all. <b>Staff Responsible for Monitoring:</b> Administrators		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 6:** We will implement a school wide dress code that follows the Richardson ISD student code of conduct









- Evaluation Data Sources:** Documentation of dress code violation
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We communicate the Richardson ISD student code of conduct policies to community stake holders via blackboard, email, in person, on our school websites and paper copies sent home to ensure knowledge. Students will get a copy of these policies through Charger Round Up and Charger Camp. <b>Strategy's Expected Result/Impact:</b> There will be a decrease in discipline issues due to dress code <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 6:** We will ensure that our facilities and infrastructures adapt to support our mission.

**Performance Objective 7:** We will implement that any visitor on campus must go through the front office and complete a RAPTOR security check before allowed to enter the building

**Evaluation Data Sources:** RAPTOR Data  
Security checks

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Community members will be allowed to RSVP ahead of time so that they are able to check in and pick up their badge quickly <b>Strategy's Expected Result/Impact:</b> Community members will go through a faster process in order to enter the campus <b>Staff Responsible for Monitoring:</b> Administrators Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				