

**Richardson Independent School District**  
**Richardson West Junior High School**  
**2022-2023 Campus Improvement Plan**

# Mission Statement

To provide a learning environment that engages all students and creates life-long, global learners.

## Vision

Where all students learn, grow, and succeed.

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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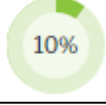
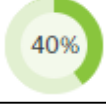


# Goals









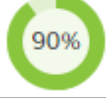
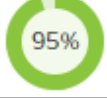
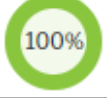
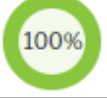








**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.














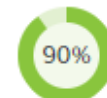





**Performance Objective 1:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.
















**Evaluation Data Sources:** West will meet standard.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Through being a 1:1 Campus, students will engage with their devices through the creation of meaningful lessons. <b>Strategy's Expected Result/Impact:</b> Increase in student performance. <b>Staff Responsible for Monitoring:</b> All staff  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Our digital coach will provide instructional strategies to all teachers to create meaningful lessons. <b>Strategy's Expected Result/Impact:</b> Increase of authentic lesson design by all teachers. <b>Staff Responsible for Monitoring:</b> Kelsey Toms	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement 21st century skills in all core classes through digital collaboration and technology integration. <b>Strategy's Expected Result/Impact:</b> Increase in student performance. <b>Staff Responsible for Monitoring:</b> All teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Educate all students about appropriate internet behaviors and digital citizenship; including interacting with other individuals on social networking websites, cyberbully awareness and response. <b>Strategy's Expected Result/Impact:</b> Decrease in cyber bullying and an awareness for all students about internet safety. current and future plans for prevention of bullying, harassment, and dating violence. <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors, teachers, and librarian	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Educate students about bullying, harassment, and dating violence with advisory lessons and peer mediation in order to prevent such occurrences while maintaining a communication plan to inform parents of bullying incidents. <b>Strategy's Expected Result/Impact:</b> Increase in student attendance.  Increase in positive climate and culture. <b>Staff Responsible for Monitoring:</b> Administrators, counselors, and teachers.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Monitor student data reports for immunization compliance and communicable diseases issues on campus. <b>Strategy's Expected Result/Impact:</b> Increase in student attendance. <b>Staff Responsible for Monitoring:</b> Administrators and Katelyn Ardon	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Set goals and objectives for the coordinated health program <b>Strategy's Expected Result/Impact:</b> Increase in student attendance. Increase in student wellness. <b>Staff Responsible for Monitoring:</b> Administrators and Katelyn Ardon	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Introduce classroom focused CHAMPS and PBIS program, monitor school wide PBIS initiatives, and highlight successes regularly throughout the school year by communicating a clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process. <b>Strategy's Expected Result/Impact:</b> Decrease in ISS and OSS office referrals. Increase in climate and culture. <b>Staff Responsible for Monitoring:</b> Campus PBIS team, region 10 team, and administrators.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Campus emergency response team will conduct AED drills each semester to be prepared for events of cardiac arrest. <b>Strategy's Expected Result/Impact:</b> Increase in student wellness and safety. <b>Staff Responsible for Monitoring:</b> Principals and emergency response team.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Provide suicide and substance abuse prevention and intervention training for all faculty and staff. <b>Strategy's Expected Result/Impact:</b> Increase in student wellness. Increase in student attendance. <b>Staff Responsible for Monitoring:</b> Principals, counselors, Responsive services counselor, Katleyn Ardon and Lori Shaw.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Emphasis will be placed on student perspective of the school environment by utilizing our Behavior Support Teacher to improve campus discipline and student school relationships. <b>Strategy's Expected Result/Impact:</b> Reduction in discipline referrals and absences. <b>Staff Responsible for Monitoring:</b> Behavior Support Teacher and principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Create Transition strategies/plans from JH to high school. <b>Strategy's Expected Result/Impact:</b> Increase in students wellness and graduation rate. <b>Staff Responsible for Monitoring:</b> Counselors, Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Monitor student absence information in order to monitor communicable disease issues on the campus by following district protocol. <b>Strategy's Expected Result/Impact:</b> Increase student wellnes on campus. <b>Staff Responsible for Monitoring:</b> Admin	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Increase our partnership with Communities in School Dallas to assist students with their basic needs, to help provide a more positive educational experience, and transition from junior high to high school. <b>Strategy's Expected Result/Impact:</b> All students will have their basic needs met. <b>Staff Responsible for Monitoring:</b> Admin and current CIS representative.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Increase student AP Spanish results by using the College Board curriculum, having checkpoints throughout the year, monitor skills and assessment performances, and conducting mock exams. <b>Strategy's Expected Result/Impact:</b> Increase student outcomes. <b>Staff Responsible for Monitoring:</b> Patricia Wuensch	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> Educate community and students on CTE Pathways and encourage participation including obtaining CTE licensing and certification through parent meeting regarding courses as well as promoting opportunities visually on campus. <b>Strategy's Expected Result/Impact:</b> Increase student participation. <b>Staff Responsible for Monitoring:</b> CTE teachers, counselors, administrators	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 unique needs of all our students.

**Performance Objective 2:** Increase student voice

**Evaluation Data Sources:** We will increase the voice and choice from all students on campus.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> During Bronco Academy, mentor teachers will identify which students are involved and not involved in extracurricular activities. The mentor teacher will guide students to increase their participation in extracurricular activities. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administer teen screen to 7th grade students with parent permission. <b>Strategy's Expected Result/Impact:</b> Increase in student wellness. <b>Staff Responsible for Monitoring:</b> Counselor, principals, and Lori Shaw.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase participation in extra-curricular activities (clubs, co-curricular, etc.) by highlighting opportunities through advisory, and promoting opportunities in common areas of the building and during open house/school communications. <b>Strategy's Expected Result/Impact:</b> Increase student participation. <b>Staff Responsible for Monitoring:</b> sponsors and principals  <b>ESF Levers:</b> Lever 3: Positive School Culture	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 unique needs of all our students.

**Performance Objective 3:** We will implement the 5 Student Competencies of the RISD Graduate Profile: Financial Literacy, Critical Thinking and Problems Solving, Real-World Connections, Effective Communications, and Emotional Intelligence.

**Evaluation Data Sources:** Advisory Agendas, AVID programming, PLC Agendas

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Cultural diversity and awareness training and cultural connects Lessons for all staff and students. <b>Strategy's Expected Result/Impact:</b> Increase cultural diversity and competency in all students and staff. <b>Staff Responsible for Monitoring:</b> RISD equity counsel, administration, and counselors.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increased Crises Counselor (Responsive Services Counselor) services by hiring someone full time to work with students full time considered high risk as well as their families. <b>Strategy's Expected Result/Impact:</b> Increase is meeting student needs. <b>Staff Responsible for Monitoring:</b> Admin, Heather Garrett	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> SEL lessons, activities, and strategies will be implemented for all students. <b>Strategy's Expected Result/Impact:</b> Increase in wellness for all students. <b>Staff Responsible for Monitoring:</b> Administration, counselors, and instructional coaches.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Financial Literacy experiences will be embedded in our Advisory Programming. <b>Strategy's Expected Result/Impact:</b> Students gain foundational understanding of Financial Literacy. <b>Staff Responsible for Monitoring:</b> Teachers, Kelsey Toms, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Teachers will create authentic learning experiences that provide real-world connections giving the students opportunities to demonstrate critical thinking, problem solving, and effective communication. <b>Strategy's Expected Result/Impact:</b> Improved student engagement and academic performance. <b>Staff Responsible for Monitoring:</b> Teachers and Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 4:** West JH will address all of the Title 1 needs components based on the needs assessment performed at the beginning, middle, and end of the school year. We will ensure that all state Comp-Ed amounts are used for at-risk student outcomes and success.

**Evaluation Data Sources:** Title 1 rubric and checklist to ensure compliance, state Comp-Ed funds will be checked with the audit and accounting

**Summative Evaluation:** Met Objective









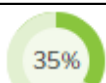







Strategy 1 Details		Reviews			
<b>Strategy 1:</b> We will ensure that our Title 1 campus representative will perform a needs assessment with follow-up meeting dates and attend a Title 1 conference that supports the school's mission and goals. All compensatory funds will be spent on student instructional materials.  <b>Strategy's Expected Result/Impact:</b> We will stay in compliance with Title 1 procedures and expectations of the district.  <b>Staff Responsible for Monitoring:</b> Principal, campus Title 1 representative  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning		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:** Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas.

**Evaluation Data Sources:** West will meet standard.

**Summative Evaluation:** Met Objective

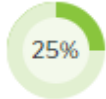



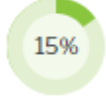



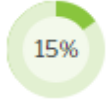



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Through campus and district PD and PLCs, implement ongoing teacher training of TRS/Lead4ward and monitor implementation. <b>Strategy's Expected Result/Impact:</b> Increase teacher performance. <b>Staff Responsible for Monitoring:</b> All instructional staff and leadership.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilizing Lead4ward "heat map", identify campus priority TEKS. <b>Strategy's Expected Result/Impact:</b> Increase in teacher performance. <b>Staff Responsible for Monitoring:</b> Instructional Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor curriculum and instruction using TTESS walk-through form (at least 10 times per week). <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
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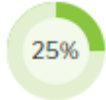















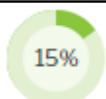
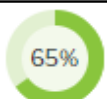


**Goal 2:** We will guarantee that all students will perform at or above grade level.

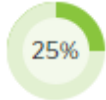












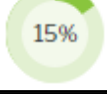



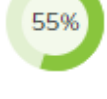
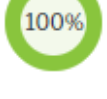

**Performance Objective 2:** Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences.

















**Evaluation Data Sources:** West will meet standard.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Design rigorous lessons through common planning and PLC's which integrate meaningful use of technology. <b>Strategy's Expected Result/Impact:</b> All students will meet or be above standard. <b>Staff Responsible for Monitoring:</b> All teachers and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide in class teacher support for SPED student population and track their growth using their IEP goals. <b>Strategy's Expected Result/Impact:</b> Increase the number of students moving from "approaches" to "meets" in all tested areas. <b>Staff Responsible for Monitoring:</b> All staff  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide staff development for using IEP's and incorporating them in the classroom. <b>Strategy's Expected Result/Impact:</b> All students will meet or be above standard. <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Through the implementation of PBIS and using our campus wide 9-step classroom management plan, we will work to decrease the amount of discipline referrals. <b>Strategy's Expected Result/Impact:</b> Lower number of OSS and office referrals. <b>Staff Responsible for Monitoring:</b> All staff  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide in class teacher support for LEP student population through the Ellevation platform. <b>Strategy's Expected Result/Impact:</b> Students will meet or be above standard. <b>Staff Responsible for Monitoring:</b> All campus administration and ELL coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide staff development for using effective ELP's for all teachers to incorporate in the classroom. <b>Strategy's Expected Result/Impact:</b> Increase in performance for all students. <b>Staff Responsible for Monitoring:</b> Alyson Villarreal (ELL Coordinator)	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Analyze district assessments and develop intervention strategies through department meetings and PLCs. <b>Strategy's Expected Result/Impact:</b> Increase number of students moving from "approaches" to "meets" in all tested areas. <b>Staff Responsible for Monitoring:</b> All core teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Use common assessment to create uniform grading rubrics in order to assess student growth and needs in each reading, math, social studies, and science course. <b>Strategy's Expected Result/Impact:</b> All students will grow during the school year. <b>Staff Responsible for Monitoring:</b> All core teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Increase Pre-AP enrollment. Provide presentations to incoming 6th graders to increase enrollment (focus on challenge and enrichment of content), efforts to maintain retention (relationship-building, creating engaging content, etc.), and performance (opportunities for competition/presentations, choice, etc.). <b>Strategy's Expected Result/Impact:</b> Increase in PreAP enrollment. <b>Staff Responsible for Monitoring:</b> All	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Through PD, offer targeted instructional strategies that will assist all staff to better serve students identified with dyslexia. <b>Strategy's Expected Result/Impact:</b> Performance increase for students with dyslexia. <b>Staff Responsible for Monitoring:</b> All instructional staff and leadership	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Counselors will work with at-risk 8th grade students to develop a Professional Growth Plan. <b>Staff Responsible for Monitoring:</b> Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Recruit and retain students for the campus AVID program. Providing opportunities for college exploration, study strategies, organization, and Pre-AP enrollment. <b>Staff Responsible for Monitoring:</b> AVID staff , Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Clear expectations communicated with students, well-organized system/monitoring of absences and tardies, targeted intervention for those with frequent absences or tardies. <b>Strategy's Expected Result/Impact:</b> Decrease in students absences and tardies through the A2A system and student family conferences. <b>Staff Responsible for Monitoring:</b> Responsive Services Counselor, Attendance Secretary, Administrators, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Educate students on CTE pathways that can begin in junior high (CCR & Culinary Magnet ) and continue in high school (various CTE strands offering numerous licenses and certifications). Promotion of available programs through Magnet Night at RHS.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Implement TX NSI program <b>Strategy's Expected Result/Impact:</b> Increase in students enrolled in Algebra I math classes <b>Staff Responsible for Monitoring:</b> Math teachers Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> We will ensure all state system safeguards are implemented and met. <b>Strategy's Expected Result/Impact:</b> Increase student performance on state assessments. <b>Staff Responsible for Monitoring:</b> Administration	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:** Integrate 21st century learning and Texas College and Career Readiness (CCR) skills and strategies in curriculum.

**Evaluation Data Sources:** % of students who will graduate with 3 hours of AP, dual credit, license or certification.

**Summative Evaluation:** Met Objective

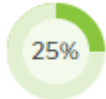
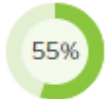










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Naviance to connect academic achievement to college and career readiness. <b>Strategy's Expected Result/Impact:</b> Increase in Naviance usage. <b>Staff Responsible for Monitoring:</b> All instructional staff, Counselors	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue hosting College and Career, & Military events, which include an on-campus college fair led by AVID. <b>Strategy's Expected Result/Impact:</b> Awareness about different colleges and universities. <b>Staff Responsible for Monitoring:</b> AVID teachers, Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

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

**Performance Objective 4:** Increase the enrollment, retention, and performance in PreAP, AP Spanish, and GT classes.

**Evaluation Data Sources:** We will increase our student enrollment in advanced classes.

**Summative Evaluation:** Met Objective

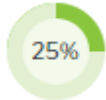















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Identify potential Pre-AP and GT students through teacher observations. Provide testing for students to determine GT qualifications. <b>Strategy's Expected Result/Impact:</b> Increase in PreAP enrollment. <b>Staff Responsible for Monitoring:</b> All core 7th grade teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement and rigorous instruction to increase the passing rate of Spanish AP. <b>Strategy's Expected Result/Impact:</b> Increase in passing rate of Spanish AP exam.	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				














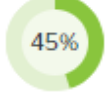
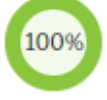

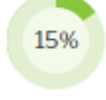



**Goal 2:** We will guarantee that all students will perform at or above grade level.





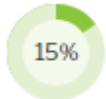















**Performance Objective 5:** Improve student performance and ensure West is rated "Met Standard"










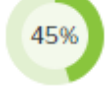










**Evaluation Data Sources:** All students will meet standard.


















**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create and facilitate RTI and enrichment opportunities during Targeted Tutoring/Saturday School/Twilight Camp. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> Administration and all staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> In the subject area Social Studies, the growth goal is 15% <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> In the subject area of Science, the growth goal is 15%. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> In the subject area of Reading, the growth goal is 15%. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> In the subject area of Writing, the growth goal is to include short writing across the different curriculum subjects. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> In the subject area of math,(including Math Pre-Algebra & Algebra I), the growth goal is 15% for Algebra I; Pre-Algebra 15%, <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Analyze district assessments and develop intervention strategies through department meetings and PLC's. <b>Strategy's Expected Result/Impact:</b> All students will meet standard.  <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Use common assessments to create uniform grading rubrics in order to assess student growth and needs in each reading, math, social studies, and science course. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All reading, math, social studies, and science teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Identify potential pre-AP and GT students through teacher observations. Provide testing for students to determine GT qualification. <b>Strategy's Expected Result/Impact:</b> Increase in enrollment in Pre-AP and GT classes. <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Provide PBIS and cultural diversity to all teachers to assist with classroom management and response to school discipline issues. <b>Strategy's Expected Result/Impact:</b> Decrease in ISS and OSS office referrals.  Increased teacher awareness of cultural diversity. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Utilize the quarterly monitoring form to assess QSA data. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> Administration, All core content teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Administration and leadership team will monitor, assess, and adjust the CIP regularly based on student, teacher, and parent needs. <b>Strategy's Expected Result/Impact:</b> All students will meet standard.  Increase in teacher performance.  Increase in climate and culture. <b>Staff Responsible for Monitoring:</b> Administration, Leadership team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Increase the use of school wide AVID strategies. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Ensure that the 4 questions are being introduced and utilized effectively in all core PLC's. <b>Strategy's Expected Result/Impact:</b> All students will meet standard. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Continue to utilize naviance to assist students in determining their high school courses, endorsements, and graduation plans. <b>Strategy's Expected Result/Impact:</b> Increase in student usage and knowledge of Naviance and its benefits. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> Utilize state comp ed funds to facilitate college visits. <b>Strategy's Expected Result/Impact:</b> Increase student awareness of college climate and culture. <b>Staff Responsible for Monitoring:</b> Administration. Leadership team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> The counselors ensure that each 8th grade student has a PGP and meets with the students either in groups or individually to select their endorsements and graduation plan. <b>Strategy's Expected Result/Impact:</b> Increase student knowledge of graduation plans and CTE pathways/endorsements. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> Provide teachers with choice professional development opportunities to support their knowledge in identified areas of growth through self-assessment or data analysis. <b>Strategy's Expected Result/Impact:</b> Increase teacher satisfaction and teacher retention. <b>Staff Responsible for Monitoring:</b> All staff members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 19 Details	Reviews			
<b>Strategy 19:</b> Provide training and support to teachers on effective vocabulary instruction, use, implementation, and retention with our ELL population. <b>Strategy's Expected Result/Impact:</b> All ELL students will meet all passing standards in Reading, Writing, and Speaking.  Increase teacher competency and student performance. <b>Staff Responsible for Monitoring:</b> Instructional coaches and administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 20 Details	Reviews			
<b>Strategy 20:</b> Interventionist/data specialist will be hired as support for all core subjects. <b>Strategy's Expected Result/Impact:</b> New allocations will be targeting all core subjects and analyzing all data. <b>Staff Responsible for Monitoring:</b> Interventionalist staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 21 Details	Reviews			
<b>Strategy 21:</b> Secondary Class size reductions (ESSER Funded) <b>Strategy's Expected Result/Impact:</b> Hiring two additional ELA teachers and 1 math teacher to reduce class sizes. <b>Staff Responsible for Monitoring:</b> Teacher responsible will be supported by the Administration team.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 22 Details	Reviews			
<b>Strategy 22:</b> MAP Goal setting for growth <b>Strategy's Expected Result/Impact:</b> Ensure parent and student education. <b>Staff Responsible for Monitoring:</b> Carissa Schwarzlose	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 23 Details	Reviews			
<b>Strategy 23:</b> Implement a strong level of communication between home and school to ensure accurate tracking of leavers. <b>Strategy's Expected Result/Impact:</b> Increase student performance <b>Staff Responsible for Monitoring:</b> Campus data specialist and administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 24 Details	Reviews			
<b>Strategy 24:</b> Students with identified needs will receive RTI tiered instruction to promote student growth using the district tools provided by MTSS and Branching Minds. <b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement. <b>Staff Responsible for Monitoring:</b> Teachers, Instructional coaches, counselors, and administration.  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue









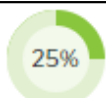


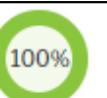
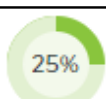
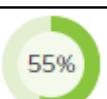
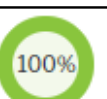
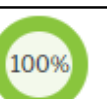


**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 6:** Provide necessary professional development to successfully implement the 2020 vision.

**Evaluation Data Sources:** Intentional professional development for teachers monthly all year.

**Summative Evaluation:** Met Objective









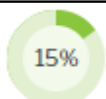


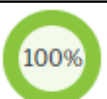




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teach literacy strategies that teachers can use in all content areas to support literacy for all. <b>Strategy's Expected Result/Impact:</b> Increase in teacher and student performance. <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide professional development focused on staff needs, literacy, and PBIS. <b>Strategy's Expected Result/Impact:</b> Increase in teacher performance. <b>Staff Responsible for Monitoring:</b> All teachers and staff and selected district presenters	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training to teachers on how to create rigorous lessons through common planning and PLC's which integrate meaningful technology use and increase engagement in content. <b>Strategy's Expected Result/Impact:</b> Increase in authentic lesson designs for all teachers. <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Digital Promise Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Responsive Services Counselor will work with students considered high risk for dropping out and educate families on the importance of a formal education. <b>Strategy's Expected Result/Impact:</b> Decrease in number of students dropping out in 7th grade. <b>Staff Responsible for Monitoring:</b> Heather Garrett (Responsive Services Counselor)	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 5 Details	Reviews			
Strategy 5: Teachers of Pre-Ap and GT students will earn an initial 30 GT professional development hours and continued 6 hour GT professional development update every year.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>20%</div>	<div><div></div>55%</div>	<div><div></div>100%</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 3:** We will recruit, retain and reward quality personnel.

**Performance Objective 1:** We will recruit, retain and reward quality personnel.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will increase teacher retention, through mentoring and supplementing the districts mentoring program to support new staff with weekly and monthly check ins, brown bag lunches and Q&A sessions. <b>Staff Responsible for Monitoring:</b> Mandy Chapman, mentors assigned on campus and administrative team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Strategies for intentional NEW Teacher Academies and supports <b>Staff Responsible for Monitoring:</b> ICs and Administrative team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide campus PD in all curricular areas supporting TRS/Lead4ward and utilize campus based needs. Monthly Lunch & Learns provided. <b>Staff Responsible for Monitoring:</b> Department chairs, ICs, administrative team, and DC.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue to provide campus PD for all staff to support students with disabilities. <b>Staff Responsible for Monitoring:</b> SPED teachers and Aides, Department Chairs, ICs, counselors and administrative team.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> We will utilize the district walk through form to give intentional, specific feedback for teacher growth. <b>Staff Responsible for Monitoring:</b> ICs and administrative team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide teacher acknowledgement and positive reinforcement through monthly rooms service, counselor Wellness Wednesday, Room of the Month Awards, and M&M Awards. Give teachers opportunity to award students through student of the 9 weeks awards. <b>Strategy's Expected Result/Impact:</b> Staff will stay and feel rewarded. <b>Staff Responsible for Monitoring:</b> Administration and ICs  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> We will teach and model the teacher competencies for new and returning staff. <b>Strategy's Expected Result/Impact:</b> Teachers will be well versed in district expectations for teacher competencies. <b>Staff Responsible for Monitoring:</b> Administration and ICs  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> We will be intentional with staff hires so that it reflects our diverse student population of gender, ethnicity, and language. <b>Strategy's Expected Result/Impact:</b> The staff will be more of a reflection of the student body population. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



















Discontinue













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

**Performance Objective 1:** Increase links between home and school by providing systemic opportunities for parent engagement and links between school and community partners.

**Evaluation Data Sources:** Increase in positive response rate by parents on survey results.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> West JH will send home a monthly newsletter, a weekly email from the principal with upcoming events for the next week, and an updated and current social media presence. <b>Strategy's Expected Result/Impact:</b> Parents are more informed about events happening at the school. <b>Staff Responsible for Monitoring:</b> Admin, Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> West JH will host an open house/meet the teacher and Spring Open house that is interactive for students and their families. <b>Strategy's Expected Result/Impact:</b> Increase in parental involvement. <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> West JH will use social media as a way of connecting with families such as posting daily announcements on our FB page and updating our twitter page. <b>Strategy's Expected Result/Impact:</b> Increased communication with parents and connections from home to school. <b>Staff Responsible for Monitoring:</b> Admin, DC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> West JH will create opportunities for the PTA to be at all school sponsored events and invite community partners to become aware of student, teacher highlights. <b>Strategy's Expected Result/Impact:</b> Increase in parental involvement. <b>Staff Responsible for Monitoring:</b> Admin	Formative			Summative
	Nov	Jan	Mar	June
				

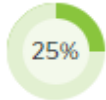



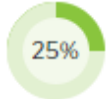











Strategy 5 Details	Reviews			
<b>Strategy 5:</b> West JH will work to achieve 100% teacher participation in PTA by offering various incentives. <b>Strategy's Expected Result/Impact:</b> Increase in teacher involvement <b>Staff Responsible for Monitoring:</b> Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> West JH will work with business partners to create intentional opportunities for support such as internships, classroom speakers, and service learning. <b>Strategy's Expected Result/Impact:</b> We will build close partnerships with businesses in the community and give students real world experience. <b>Staff Responsible for Monitoring:</b> Administration, teacher  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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









**Performance Objective 2:** Increase links between home and school by providing systematic opportunities for parent engagement.

**Evaluation Data Sources:** We will increase our parent communication from home and school.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Facilitate opportunities for all students to become PTA members. <b>Strategy's Expected Result/Impact:</b> Increase in student participation for PTA. <b>Staff Responsible for Monitoring:</b> Admin and all teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Facilitate a "Parent Information Night" at PTA meetings that support a diverse audience. <b>Strategy's Expected Result/Impact:</b> More parental involvement in the school. <b>Staff Responsible for Monitoring:</b> Digital coach, Admin, PTA President	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Facilitate math, science, reading, and technology "Parent Involvement Night." <b>Strategy's Expected Result/Impact:</b> More parental involvement in the school. <b>Staff Responsible for Monitoring:</b> All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Facilitate a Hispanic family night to foster familiarization with the culture and activities within the school, as well as encourage greater involvement in PTA meetings and activities. <b>Strategy's Expected Result/Impact:</b> Increase in our Hispanic family involvement. <b>Staff Responsible for Monitoring:</b> Counselors, admin, bilingual staff members	Formative			Summative
	Nov	Jan	Mar	June
				















Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide opportunities for students and parents to learn about transitions between junior high school through the Magnet Showcase, Camp Bronco, Elementary and High school counselor visits, Magnet Field Trips, and Advisory lessons. <b>Strategy's Expected Result/Impact:</b> Increase parent knowledge about West JH. <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 3:** Identify and utilize campus surveys to develop campus goals regarding teacher morale and discipline.

**Evaluation Data Sources:** Increase positive results from teachers on campus survey.

**Summative Evaluation:** Met Objective









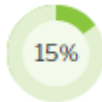
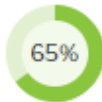


Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will utilize campus wide CHAMPS procedures and consequences in order to reduce the number of office referrals. <b>Strategy's Expected Result/Impact:</b> Increase in campus survey results in both discipline and morale. <b>Staff Responsible for Monitoring:</b> Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administration and fellowship committee will implement room service, teacher recognition's, faculty celebrations, and faculty fellowship events to increase teacher morale. <b>Strategy's Expected Result/Impact:</b> Increase in campus survey results in staff morale. <b>Staff Responsible for Monitoring:</b> Admin and fellowship committee	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> 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 1:** We will work to ensure that all staff are fully educated on the proper handling of money and fiscal resources that we will use to support our mission.

**Evaluation Data Sources:** Audit, transparency with budget, accounting, correct compliance paperwork

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> West JH will encourage student groups to identify and qualify for grants and other resources to support our school mission. <b>Strategy's Expected Result/Impact:</b> We will be rewarded with community resources and/or grants. <b>Staff Responsible for Monitoring:</b> Admin, teachers  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> West JH will provide training and support for all staff who interact with money and the processing of the school budget to ensure proper procedures are followed. There will be trainings in the fall and spring and reminders of proper handling throughout the year. <b>Strategy's Expected Result/Impact:</b> All staff will remain in compliance when handling money and school resources. <b>Staff Responsible for Monitoring:</b> Executive assistant, principal  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> West JH will ensure that all school resources spent will be focused on school outcomes and teacher moral and retention. <b>Strategy's Expected Result/Impact:</b> All staff will remain in compliance with resources that are intentionally spent in the appropriate areas. <b>Staff Responsible for Monitoring:</b> Admin, Executive Assistant  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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










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

**Performance Objective 1:** Provide a safe, comfortable, and well maintained environment at all campuses.

**Evaluation Data Sources:** All classrooms will be safe and comfortable for all students.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Update and communicate safety procedures during emergency situations to students, staff, and community. <b>Strategy's Expected Result/Impact:</b> - Hold "I know what to do Day" (Live Wise, Live Healthy) in October, December, January and April - Strategies for communicating on going safety protocols too students and staff - Communicate via blackboard with parents after each safety drill - Implement monthly safety drills - Update CIP quarterly to show completion <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> West JH will participate in Safety week (Aug 29-Sept 2) with emergency drills such as evaluate, hold and secure, lockdown, shelter in place, and fire drills. <b>Strategy's Expected Result/Impact:</b> Students and staff will know what to do in the event of an emergency. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> West JH will enforce and support the district dress code and cell phone policy for all students and staff. <b>Strategy's Expected Result/Impact:</b> Students and staff will abide by the rules of the district to ensure a safe environment for all. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> West JH will ensure that all visitors who enter our buildings where there are students present (during the school day) will go through the RAPTOR system to ensure school safety. <b>Strategy's Expected Result/Impact:</b> We will eliminate the possibility that a threat will enter the building.  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Update CIP quarterly to show progress <b>Strategy's Expected Result/Impact:</b> growth <b>Staff Responsible for Monitoring:</b> Admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				