



Campus Improvement Plan

School Year: 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Principal: Carlos Valdez

Assistant Principals: Xavier Benavides
Jodee Gamez
Cynthia Garza

Mission: Our Mission at United South Middle is to provide a safe, nurturing environment where every child learns real world problem solving skills, is shown compassion, and taught to be global changers.

Vision: Our vision is to be the CHANGE we wish to see in the world by EXPECTING SUCCESS and NOTHING LESS! Remember US above all



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USMS - UNITED SOUTH MIDDLE SCHOOL

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**Campus Improvement Plan
School Year: 2019-2020**

USMS - UNITED SOUTH MIDDLE SCHOOL

Committee Signatures

Principal: Carlos Valdez

Elected SBDM Teachers:

Priscila Nunez: _____

Jane Samson _____

Patricia Plant: _____

Business Member:

Bertha Volpe: _____

Elected Campus Non-Teaching Professional:

Roxanne Cortinas _____

Jessica Vela _____

Parent:

Angelica Gonzalez _____

Erika Calderon _____



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

USMS - UNITED SOUTH MIDDLE SCHOOL

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan.

Demographics

Needs :

1. All students will gain knowledge and understand how to read their academic progress using DMAC reports via Personal Tracking Folders.
2. Maintaining our enrollment by promoting a safe and nurturing school that gives the students multiple access to a well rounded education.
3. Focus on true differentiation of instruction
4. Understand composition of classroom.

Strategies :

1. Conduct Goal Setting Presentations for all students; Students will review their student progress (STAAR, TELPAS, CBA's, Benchmarks) throughout the year and develop personal and academic goals.
2. Promote our campus via Twitter, Marquee, and advertisement in local businesses that showcase our student's talents, activities, and of the sort.
3. Promote the use of TEA Playlist in order to include and engage all students in daily lessons
4. Application of modifications/accommodations/ell plans for individualized instruction

Data Sources :

2018-19 TAPR Report, Benchmark Reports, Campus Demographic Report, Data from the 2018-19 School Year



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Student Achievement

Needs :

1. Increase vocabulary and comprehension skills in all content areas.
2. Increase Reading Lexile Levels for all students.
3. Narrow achievement gaps for all sub groups.
4. Application of appropriate modifications/accommodations for example IEP's, IPI's, and ELL's plan of success

Strategies :

1. Create interactive word walls and digital displays on cafeteria tv's.
2. Continue implementing campus wide ACHIEVE 3000 for all student during designated DEAR time and class novels sets in order to grow our love for reading.
3. Plan and execute interventions through customized scheduling, tutorials, pull outs, carnivals of learning, extended day tutorials ,and of the sort in order to move towards the 90-60-30.
4. Bring in United ISD coordinators to train in the various accommodations/modifications. Collaborate with students in order customize their modifications/accommodations request.

Data Sources :

STAAR Scores 2019, Benchmark Reports, 2018-19 TAPR report, Student Demographic Reports, SPED/ELL/Section 504 Modifications, Training Materials.



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School Climate and Culture

Needs :

1. Increase learning time throughout the school day by monitoring student transition time.
2. Promote student ownership of personal learning, positive self esteem and personal conduct and behavior.
3. Increase student/teacher recognition.
4. Decrease number of student incidents of misbehavior by incorporating supervised passing times.
5. Promote the positiveness of USMS.

Strategies :

1. Implement school staff/teacher PBIS "Systematic Supervision" and establish routines in place to ensure that all students are responsible for their actions.
2. Implement PBIS recognition strategies, use Leopard Bucks for student store, recognize those students who are role models, and reward students for good behavior with activities like dances, pep rallies, and end of the year field day.
3. Establish Student of the Month [nominated by Teachers] for other areas besides academics, including character, community service and of the sort. Establish Teacher of the Month [nominated by Students]. Both of these will help establish positive relationships.
4. Establish routines and procedures to model proper behavior and help stop the daily flare up that misbehavior can create
5. Use any and all allowable social media, media, and of the sort to TELL OUR STORY.

Data Sources :

Attendance Reports, PBIS Report, Discipline Management Reports, Parent/Teacher/Administrator Conference Reports, Counseling Reports, Student and Teacher Attendance Reports



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Family and Community

Needs :

1. Increase number of parent volunteers.
2. Provide education for parents through after school sessions.
3. Promote student activities to community.
4. Promote parental choral reading opportunities.

Strategies :

1. Establish Leopard Lookouts via Parent Volunteers.
2. Provide training sessions for parents on : applications in technology, homework guide for parents, parent portal, Achieve 3000, and of the sort.
3. Create Social Media [Twitter, Instagram, Facebook, SnapChat] community to promote school wide activities, events and accomplishments.
4. Establish after school and or Library nights for family time at the library.

Data Sources :

List of Parent Sessions current school year, Student Attendance Reports, Social Media Pages, School Messenger Reports, Email Printouts, UISD Parent Festival Sign in Sheets, Library Log in sheets



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Curriculum, Instruction, and Assessment: Reading, Math, ELA, Science Social Studies, ELL classes

Needs :

1. Increase reading time for all students, fluidity, and real life connections in literature with an emphasis on school wide commitment to reading.
2. Reconfigure the amount of pull out intervention sessions during fall semester so that we minimize downtime in the Spring.
3. Increase student writing opportunities and content by focusing on writing across all disciplines. Increase journaling activities via our Chromebooks.
4. Identify low performing science TEKS by reporting category and student data; Create small group science interventions; Connect real world application with our science lessons; Use available resources for enhanced learning. Focus on the individualize instruction for this group of students.
5. Increase the number of extended day tutorials for Social Studies and focus on instructional delivery.
6. Increase Reading opportunities for ELL students, improve vocabulary retention to prepare for STAAR assessment; Encourage ESL students to participate in real life experiences through extra-curricular activities; Encourage ELL/ESL students to increase leisure reading; Use all available resources

Strategies :

1. Implement choral reading throughout the lesson in all classes, DEAR Time, and of the sort; incorporate the one class one book concept with the use of novels.
2. Implement and review student assessment data to increase and plan for "pull out" intervention lessons; increase the use of iExcel Math and Achieve 3000 during class time in order to supplement instruction for all students.
3. Implement English Language Arts tutorials targeting all student sub-groups with planned prescriptive interventions continued use of "Grammarly" in ELA classes to improve grammar and vocabulary skills.
4. Implement and design Science camps after benchmark to target identified gaps in student performance prior to STAAR; Bring in United ISD science coordinator frequently in order to make sure we are on pace with scope and sequence.
5. Assign a research project to all students in their Social Studies classes that goes across all disciplines. Bring in United ISD Social Studies coordinator to implement proper pacing for STAAR EOC
6. Invite ELL/ESL students to visit library on a regular basis and incorporate Librarian led lessons during the visits; expose ELL/ESL students to UIL Academics, Band, Athletics, etc. by visiting the ELL/ESL classes and having discussions on the benefits of joining; utilize before school, lunch period, and after school book clubs to focus on reading for fun and fluidity; bring in United ISD Bilingual Coordinators to help implement best practices for all ELL teachers to implement.

Data Sources :

Reading, STAAR Scores 2019, Benchmark Reports, 2018-19 TAPR report, Achieve 3000 program reports, Library Circulation Reports, Demographic reports, iExcel reports, PLC's and Collaboration within departments, Grammarly Usage Report, Instructional Support Forms, 2019 TELPAS Scores



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Teacher Quality:

Needs :

1. Collaboration of Teachers across multiple departments.
2. Celebrate and recognize teachers for various accomplishments.
3. Learning Talks for teachers to develop a greater understanding of the T-TESS, S.L.O. and S.G.M. requirements.
4. Utilize various resources to enhance the teaching practice.
5. Decrease number of employee absences by 10-15%
6. Continue to offer professional development opportunities for all staff either local, regional and/or state level.

Strategies :

1. Utilize after school inter departmental meetings in which various departments can create cross curricular projects.
2. Implement recognition for various celebrations like teacher appreciation week, open house presentations, teacher of the month, and of the sort. Implement a buddy system since we are getting multiple new teachers to our campus; Continue working with the Mentoring program for all teachers.
3. Allow for teachers, staff and administrators to collaborate and work on the T-TESS, S.L.O., and S.G.M in a controlled setting in order to become more efficient at it.
4. Establish a system where teachers can share computers, supplies, academic library and of the sort in order to collaborate, build team, and apply best practices in order to make United South Middle School excel in academics.
5. Implement incentives for those teachers that attain perfect attendance per 6 weeks.
6. Teachers will attend district mandated trainings, Counselors will attend counseling conferences and Admin will attend TASSP workshops in order to gain valuable insight for their respective jobs.

Data Sources :

Teacher Survey Reports, Teacher Attendance Reports



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School Context & Organization

Needs :

1. Plan for meaningful staff development sessions that include personal and professional growth for all teachers and staff. The sessions will model what administration will be looking for in the classroom during instruction.
2. Utilize all resources available at school to further enhance our instruction quality.
3. Continue to enhance safety measures for the school.

Strategies :

1. Provide personal and professional growth opportunities during department chair meetings, faculty meetings and professional development days. Provide one teacher per month to model and demonstrate best practices in the library during the various conference periods.
2. Establish a Teacher Resource center that will include but not limited to materials like academic library, computers, best practices and of the sort.
3. Upgrade security station, cameras, metal detectors and of the sort. Publicize and consistently practice the various new drills and commands for student safety.

Data Sources :

STAAR Scores 2019, Teacher Survey Report, Campus Beautification, Campus Improvement Process documentation



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Technology

Needs :

1. Train teachers on current Technology Apps and Interactive Panels.
2. Continuous follow up training on ACHIEVE 3000 for all teachers.
3. Incorporate new apps, programs, and software into daily classroom use.

Strategies :

1. Request refresher training and continued support for teacher training on Technology updates on IFP's.
2. Purchase new licenses for all students to have access to Achieve 3000.
3. Tech Lunch and Learn in order to use various applications so that we can tell our story.

Data Sources :

Teacher survey reports, STAAR Scores 2019, software, apps and programs research



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Drop Out Reduction

Needs :

1. Decrease attendance and truancy.
2. Decrease tardy arrivals to class during transition time.

Strategies :

1. Implement Principal's Plan of Action in order to get students to be compliant with attendance 90% rule
2. In addition to N.B.A. incentives, we can have a semester food celebration for perfect attendance.

Data Sources :

Student Attendance Reports, Discipline Reports, Campus Attendance averages



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.1 - Student Achievement (Reading) : Provide consistent quality instruction for all students, resulting in improved student achievement.

Data Analyzed To Determine Need STAAR, TELPAS, Benchmark, RTI, GPC, TAPR 2018-19

Long Range Goal By the year 2020, We will increase our scores in STAAR Reading EOC to passing rates listed in Annual Performance Objective in order to show growth.

Annual Performance Objective To increase the percentage of the following student population meeting state standards in Reading STAAR:
 *All students from 74% to 79%, ELL students from 42% to 47% 504 Students from 46% to 51% SE students from 32% to 37%,
 Migrant students [4 total] from 25% to 30% Dyslexia students from 33% to 38% Homeless Students from 60% to 70% Gifted and Talented 99% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction Curriculum and Assessment	Rigor and Relevance, Monitoring Student Progress	Academic Performance	Reading	Campus: Promote reading through Library updates on book and periodicals order; We will establish a Book of the Month type project as well.	2 CIP 1 CNA 3 FPE	08/14/2019 PROJECTED COMP. DT 05/31/2020	Data Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
1	ALL = All Students ELLs	Teachers, Librarian, Administration, Academic Coordinator, Inclusion Staff	Title 1: \$8,500 Library Books/periodicals	Data usage Reports	Data usage Reports	

TIA COMPONENTS - SCHOOLWIDE PROGRAM

- | | | | |
|---------|-----------------------------------|---------|-------------------------------------|
| 1 CNA | Comprehensive Needs Assessment | 6 SIPI | Strategies to Incr. Parental Inv. |
| 2 RS | Reform Strategies | 7 TRAN | Transition |
| 3 IHQT | Instruction by HQ Teachers | 8 TDMRA | Teacher Decision-Making Reg. Assmt |
| 4 HQPD | HQ Professional Development | 9 ETAS | Eff & Timely Assistance to Students |
| 5 SAHQT | Strategies to Attract HQ Teachers | 10 CI | Coordination and Integration |

TIA COMPONENTS - TARGETED AREA

- | | | | |
|--------|------------------------------------|--------|-------------------------------------|
| 1 PR | Use Pgm Resources to meet St stdrs | 5 IHQT | Prov Instr by HQ Teachers |
| 2 SIP | Incorp into School Impr Plan | 6 HQPD | HQ Professional Develp |
| 3 EMIS | Use Effec Methods & Instr Stra | 7 SIPI | Stra to Incr Parental Involv |
| 4 REP | Coord with & supp Reg Edu Pgm | 8 FSLP | Coord & Int Fed St & Loc srv & Pgms |



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2	State Assessment	Curriculum and Assessment	Rigorous and Relevance	Academic Performance, Quality Data	Reading / ELA, Math, Science, Social Studies	Campus: Coordinate and analyze student assessment data in PLC/dept. meetings to implement timely interventions for extended day, specialized tutorials/pullouts and homework help center for all content areas. We will use tutorial walk thrus to make sure we monitor the objectives being covered.	2 CIP 1 CNA	08/14/2019 PROJECTED COMP. DT 05/31/2020	Academic Action Plan	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students, AR = At Risk	Teachers, Academic Coordinator	Title 1 \$2,500.00 Snacks Title 1 \$1,500.00 Toner Title 1 \$2,000.00 Instructional Supplies Title 1 \$5,500.00 Pull outs - Substitute Title 1 \$153,164.00 (2) FTE SCE 14 FTE's \$663,097.31 Rti \$25,000.00	CBA's, Benchmarks and spiral tests	STAAR, TELPAS		



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3	State Assessment	Instruction	Resource Allocation	Academic Performance	ELA, Reading, Math, Science, Social Studies, Electives	Campus: Purchase additional Chrome Book Carts to utilize for the online subscription of Achieve 3000, online spiral assessments, CBA's and other technology apps.	1 CNA 2 CIP	07/01/2019 PROJECTED COMP. DT 03/31/2020	Achieve 3000 Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
3	ALL = All Students and AT Risk Students	Principal, Capital Outlay	Title 1 \$50,961.09 Chrome Books and Carts SCE: \$14,499.00 Online Subscription Achieve 3000	CBA's, Benchmarks	STAAR, TELPAS	



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4	Completion	Curriculum Assessment, Instruction	Targeted Professional Development, Monitoring, Student Progress	Academic Performance	All Subjects	District: Provide instructional professional development in reading and writing across the curriculum	1 CNA	07/01/2019	Sign In Sheets, ERO, Walkthroughs, Lesson Plans, PLC Evidence	
								PROJECTED COMP. DT		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	6th, 7th, and 8th Grade Students	Executive Director for Middle Schools, Professional Development Director, C&I Coordinators, Principals, Teachers	Executive Director for Middle Schools, Professional Development Director, C&I Coordinators, Principals, Teachers	C.B.A's	District Benchmark Testing	TELPAS Scores STAAR EOC Writing and Reading Scores	



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5	Completion	Curriculum Assessment, Instruction, Student Support	Targeted Professional Development, Monitoring, Student Progress	Academic Performance	English, Reading, and Social Studies	District: Implementation of FLIPGRID beginning with 6th grade ELAR and Social Studies classrooms to increase student performance in the speaking and listening domains of TELPAS	1 CNA	08/01/2019	TELPAS, Walkthroughs, ERO Sign In Sheets	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
5	ESL = English as a Second Language	Director of the Bilingual Department, MS LAPICS, LPAC administrator, ELAR and Social Studies Teachers	Classroom Teachers, MLD's, and Planning Time via PLC's	C.B.A's District Benchmark Testing	STAAR EOC and TELPAS Scores	



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6	Completion	Instruction and Curriculum	Student Career Goals	Academic Performance, College Readiness	All Content Areas	District: Provide students college and career transition awareness through the college readiness classes, teacher lessons, parent sessions, GEAR UP Support for identified campuses and campus career day.	2 CIP	08/01/2019 PROJECTED COMP. DT 05/31/2020	Curriculum, Photos, and Agendas	

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6	All Students	Executive Director for Middle Schools, Principals, Coordinators, GEAR UP Facilitators and Teachers	Campus Admin and Gear UP facilitators	C.B.A's District Benchmark Testing TSI ACT Tessaera	Increase in CCMR rates at the HS level	



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7	State Assessment	Curriculum Assessment, Instruction, Student Support	Use of Technology, Technology Integration	Academic Performance	Middle Schools	District: Purchase and install Mobile Learning Devices-Chromebooks [COWS] for all 6th and 7th grade. Each Core area will have a Cart of Chromebooks to use with students	1 CNA	07/01/2019 PROJECTED COMP. DT 08/31/2019	Implementation Plan, Timeline, and Purchase Ordes, RFP	

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7	Middle School Students	Executive Director of IT Director of IT	Money from IT budget in order to help launch this initiative.	Walk Throughs Lesson Plans	Google Platform usage reports Chrome Book usage reports		



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INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
8	State Assessment	Curriculum Assessment, Instruction, Student Support	Use of Technology, Technology Integration	Academic Performance	Data Systems	District: One to One Chromebooks for all 8th and 9th grade students.	1 CNA	07/01/2019 PROJECTED COMP. DT 08/31/2019	Implementation Plan, Timeline, and Purchase Orders RFP, New learning connected to network	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
8	8th and 9th grade students	Executive Director of IT Director of IT	Money from IT budget in order to help launch this initiative.	Progress Report Grades Report Card Grades	Usage reports		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.1 - Student Achievement (Reading) : Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmark, RTI, GPC, TAPR 2018-19
Long Range Goal By the year 2020, We will increase our scores in STAAR Reading EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Reading STAAR: *All students from 74% to 79%, ELL students from 42% to 47% 504 Students from 46% to 51% SE students from 32% to 37%, Migrant students [4 total] from 25% to 30% Dyslexia students from 33% to 38% Homeless Students from 60% to 70% Gifted and Talented 99% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
9	State Assessment	Curriculum Assessment, Instruction	Rigor and Relevance	Monitoring Student Progress	Elementary and Middle School	District: Provide instructional technology training quarterly providing IFP adn MLD training modules.	1 CNA	07/01/2019	ERO Sign In Sheets; STAAR Data	
								PROJECTED COMP. DT		
								06/30/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
9	Elementary and Middle School	CIT Director, Professional Development Director; School Improvement Coordinator	Money from district budget along with district personnel will help implement these trainings.	District Benchmarks	STAAR Results		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.1 - Student Achievement (Reading) : Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmark, RTI, GPC, TAPR 2018-19
Long Range Goal By the year 2020, We will increase our scores in STAAR Reading EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Reading STAAR: *All students from 74% to 79%, ELL students from 42% to 47% 504 Students from 46% to 51% SE students from 32% to 37%, Migrant students [4 total] from 25% to 30% Dyslexia students from 33% to 38% Homeless Students from 60% to 70% Gifted and Talented 99% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
10	State Assessment	Curriculum Assessment, Instruction		Learning Time, Quality Data	ALL Content Areas	Campus: Conduct Science, tutorials, extended day tutorials, and mini camps throughout the school day	2 CIP	08/14/2019	Tutorial Logs Teacher NCS Forms, Bus Requests	
								PROJECTED COMP. DT 05/28/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
10	ALL = All Students	Principal, Administration, Academic Coordinator	Budget Code 1990-11-043-30-000 Acct 6118 RT Budget Code 1990-11-043-24-000 Acct 6118 AI Total \$25,000.00 Transportation Budget Code 1990-11-043-30-000 Account 6494-01 Total: \$0.00	District Benchmarks, C.B.A's	STAAR EOC Scores	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.2 - Student Achievement: (Math): Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmark, RTI, GPC, TAPR 2018-19
Long Range Goal By the year 2020, We will increase our scores in STAAR Math and Algebra I EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Math STAAR: *All students from 88% to 93%, ELL students from 73% to 78% 504 Students from 83% to 88% : SE students from 59% to 64%, Migrant students [4 total] from 25% to 30% Dyslexia students from 87% to 92% Homeless Students from 60% to 70% Gifted and Talented 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment	Data-Driven Decision-Making, Effective and Timely Assistance to Students	Academic Performance	Math	Campus: Coordinate and analyze student assessment data during PLC to implement interventions and action plan.	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Academic Action Plan	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Academic Coordinator, Department Chair, teachers, administration	Title 1 \$4,750.00 Instructional Materials and supplies	CBA's and benchmarks	STAAR	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.3 - Student Achievement (Science): Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmark, RTI, GPC,
Long Range Goal By the year 2020, We will increase our scores in STAAR Science EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Science STAAR: *All students from 83% to 88%, ELL students from 57% to 62% 504 Students from 58% to 63% : SE students from 32% to 37%, Migrant students [4 total] from 25% to 30% Dyslexia students from 11% to 16% Homeless Students from 60% to 70% Gifted and Talented 94% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment	Active Learning	Academic Performance	Science	Campus: Conduct Science, tutorials, extended day tutorials, and mini camps throughout the school day	1 CNA	08/14/2019	Student sign in sheet, Teacher Extra Duty Pay paperwork	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Academic Coordinator, teachers, administration	Title 1 \$4,727.01 Instructional supplies and materials		CBA's, spiral tests and benchmark	STAAR	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.4 - Student Achievement: (ELAR) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in STAAR Writing EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Writing STAAR: *All students from 70% to 75%, ELL students from 25% to 30% 504 Students from 44% to 49% : SE students from 22% to 27%, Migrant students [4 total] from 25% to 30% Dyslexia students from 17% to 22% Homeless Students from 60% to 70% Gifted and Talented 97% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Data Driven Instructional Decisions	Academic Performance	ELA	Campus: Conduct extended day tutorials, and pull out interventions	1 CNA 2 CIP	08/14/2019	Sign In Sheets	
								PROJECTED COMP. DT		
								05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Administration, teachers, academic coordinator, sp. pops coordinator	Title 1 \$2,500.00 instructional supplies and materials	Benchmarks	STAAR		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal	1.4 - Student Achievement: (ELAR) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need	STAAR, TELPAS, Benchmarks
Long Range Goal	By the year 2020, We will increase our scores in STAAR Writing EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective	To increase the percentage of the following student population meeting state standards in Writing STAAR: *All students from 70% to 75%, ELL students from 25% to 30% 504 Students from 44% to 49% : SE students from 22% to 27%, Migrant students [4 total] from 25% to 30% Dyslexia students from 17% to 22% Homeless Students from 60% to 70% Gifted and Talented 97% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Instruction, Curriculum and Assessment	Targeted Professional Development, Monitoring, Student Progress	Academic Performance	ELA and ELAR	Conduct vertical alignment session between 4th and 7th grade writing teachers	1 CNA	08/01/2019 PROJECTED COMP. DT 05/29/2020	Sign In Sheets and ERO	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	4th and 7th Grade Students	Elementary and Middle School Executive Directors, Staff Development Coordinator	District Budget will pay for the staff development	C.B.A's District Benchmark Testing	STAAR and TELPAS Scores	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.4 - Student Achievement: (ELAR) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in STAAR Writing EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Writing STAAR: *All students from 70% to 75%, ELL students from 25% to 30% 504 Students from 44% to 49% : SE students from 22% to 27%, Migrant students [4 total] from 25% to 30% Dyslexia students from 17% to 22% Homeless Students from 60% to 70% Gifted and Talented 97% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Instruction, Curriculum Assessment	Targeted Professional Development for ELAR Teachers	Academic Performance, Learning Time	ELAR	Provide ongoing instructional professional development for the middle school ELAR and Reading Elective Teachers on the new TEKS, new scopes, and activities	1 CNA	07/01/2019	Sign In Sheets and ERO, Walk Throughs, Lesson Plans, PLC Evidence	
								PROJECTED COMP. DT		
								05/28/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	ELAR and Reading Elective Teachers	Middle School Executive Director, C&I Coordinators, Principals	District Budget will pay for the staff development	CBA's and Benchmark scores	STAAR EOC scores		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.4 - Student Achievement: (ELAR) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in STAAR Writing EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Writing STAAR: *All students from 70% to 75%, ELL students from 25% to 30% 504 Students from 44% to 49% : SE students from 22% to 27%, Migrant students [4 total] from 25% to 30% Dyslexia students from 17% to 22% Homeless Students from 60% to 70% Gifted and Talented 97% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Curriculum and Instruction	Advanced Student Learning and Professional Development	Academic Performance, College Readiness	ELAR	Implement college Board Springboard Curriculum in the 6th-8th grade ELAR and provide associated professional development.	1 CNA	08/01/2019	Sign In Sheets, ERO, Walkthroughs, Lesson Plans, PLC Evidence	
								PROJECTED COMP. DT 05/28/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	Advanced ELAR 6th to 8th grade student	Executive Director of Middle School Education, Director fo Advanced Academics, Middle School ELAR coordinatos, GT/AA Coordinator	District related budget money will be used fro this endeavor	Academic Performance and College Readiness classes		Increases in CCMR scores in the future.	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.5 - Student Achievement (ELL) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in TELPAS Scores in all areas of Reading, Writing, Speaking and Listening in order to show progress.
Annual Performance Objective We will increase our TELPAS Composite Scores from Advanced High 6% to 11% Advanced 59% to 64% Intermediate 32% to 37% Beginner 3% to 8%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	System Safeguards	Effective Intervention Strategies	Academic Performance	ELL	Campus: Conduct academic sessions for ELL students to discuss personal goals, assessment data and academic expectations for the school year.	2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Agenda & Sign In	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ELL	Administration, Special Population Coordinator	Title 3/Bilingual Funds \$3,352.00	TELPAS tutorials District Benchmarks CBA's	STAAR, TELPAS		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.5 - Student Achievement (ELL) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in TELPAS Scores in all areas of Reading, Writing, Speaking and Listening in order to show progress.
Annual Performance Objective We will increase our TELPAS Composite Scores from Advanced High 6% to 11% Advanced 59% to 64% Intermediate 32% to 37% Beginner 3% to 8%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Graduation	Student Support	Extended Learning Opportunities	Academic Performance	ELL	Campus: Coordinate field trips for ESL students to College Campuses.	2 CIP	08/14/2019	Student List and travel agenda	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
2	ESL = English as a Second Language	LPAC Administrator	LPAC Administrator, teachers, counselors	Academic grades, attendance	STAAR and TELPAS	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.5 - Student Achievement (ELL) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in TELPAS Scores in all areas of Reading, Writing, Speaking and Listening in order to show progress.
Annual Performance Objective We will increase our TELPAS Composite Scores from Advanced High 6% to 11% Advanced 59% to 64% Intermediate 32% to 37% Beginner 3% to 8%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Student Support	Targeted Professional Development	Academic Performance, Learning Time	All Content Areas	District: Conduct Communities of UNITED 4 Bilingual Education [CUBE] sessions to include community organizations in educating parents of EL students about services and practices to assist their child development in English Language Acquisition	3 FPE	08/01/2019 PROJECTED COMP. DT 06/01/2020	PowerPoint Presentation, Invitation/Flyer Sign in Sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
3	Community	Director of the Bilingual Department, LAPICS, Title III	District Main Office and Bilingual Department	TELPAS Benchmarks	increase in STAAR and TELPAS scores	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.5 - Student Achievement (ELL) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need STAAR, TELPAS, Benchmarks
Long Range Goal By the year 2020, We will increase our scores in TELPAS Scores in all areas of Reading, Writing, Speaking and Listening in order to show progress.
Annual Performance Objective We will increase our TELPAS Composite Scores from Advanced High 6% to 11% Advanced 59% to 64% Intermediate 32% to 37% Beginner 3% to 8%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Instruction, Curriculum Assessment, Student Support	Active Learning	Academic Performance, Teacher Quality, Learning Time	English and Reading	Align ESL component activities [including Listening and Speaking] embedded in scope and sequence with ELAR textbook adoption.	1 CNA	07/01/2019	Scope and Sequence, Classroom Observations, Lesson Plans	
								PROJECTED COMP. DT		
								05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ESL = English as a Second Language	Director of Bilingual Department, LAPICS Bilingual Teachers	New Textbooks and District led staff development	District CBA's and Benchmarks	TELPAS and STAAR EOC Scores		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.6 - Student Achievement (Social Studies) Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Benchmarks, STAAR assessment, TELPAS
Long Range Goal By the year 2020, We will increase our scores in STAAR Social Studies EOC to passing rates listed in Annual Performance Objective in order to show growth.
Annual Performance Objective To increase the percentage of the following student population meeting state standards in Writing STAAR: *All students from 69% to 74%, ELL students from 29% to 34% 504 Students from 42% to 47% : SE students from 29% to 34%, Migrant students [4 total] from 25% to 30% Dyslexia students from 33% to 38% Homeless Students from 60% to 70% Gifted and Talented 97% to 100%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment	Project-Based Instruction	Academic Performance, Learning Time	Social Studies	Campus: All students will conduct research based project and implement GT icons/strategies	2 CIP	08/14/2019	STAAR Scores	
										PROJECTED COMP. DT 05/31/2020

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	ALL = All Students	Academic Coordinator, teachers, administration	Title 1 \$1,500 Instructional supplies and materials	Classroom observations, lesson plans	STAAR, CBA's and benchmark	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.7 - English Language Learners, CTE, SPED, GT, Section 504, et. al [ALL STUDENTS]
Data Analyzed To Determine Need TELPAS, STAAR, CBA's, Benchmarks, FitnessGram
Long Range Goal By the year 2020 all subgroups will show progress and increase in their tested areas. By the year 2020 all students will participate in the FitnessGram with 100% participation and a top 3 finish amongst the UISD Middle Schools
Annual Performance Objective All Sub Groups will increase 5% in their respective test and areas. Please see Goals 1.1 to 1.6 FitnessGram will have 100% and finish in the top three overall rankings in United ISD Middle Schools

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Instruction, Curriculum Assessment	Student Progress, Rigor and Relevance, Monitoring, Target Professional Development	Academic Performance, Teacher Quality, Learning Time	All Content 7th Grade Cohort	Utilize Region One GEAR UP to provide students college and career transition awareness through the college readiness class, teacher lessons, parent sessions, GEAR UP Support for identified campuses and campus career days	2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	University Trip Packets, Student Workshop Rosters, GEAR UP Facilitator Reports, STEM Equipment and Training Reports, Professional Development Sign In Sheets, GEAR UP Meeting Agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	7th Grade Class/Cohort Class of 2024	Middle School Executive Director, C&I Coordinators, Principals, Teachers, GEAR UP Facilitator	Fund 274 TOTAL Budget of 119,800 6110-Payroll Costs Total 85,000 6300-Supplies and Materials \$7,600 6400-Other Operating Costs 7,200	GEAR Up Meeting Assessments like ACT Tessaera	College Awareness College Readiness Higher Education Enrollment		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 1.7 - English Language Learners, CTE, SPED, GT, Section 504, et. al [ALL STUDENTS]
Data Analyzed To Determine Need TELPAS, STAAR, CBA's, Benchmarks, FitnessGram
Long Range Goal By the year 2020 all subgroups will show progress and increase in their tested areas. By the year 2020 all students will participate in the FitnessGram with 100% participation and a top 3 finish amongst the UISD Middle Schools
Annual Performance Objective All Sub Groups will increase 5% in their respective test and areas. Please see Goals 1.1 to 1.6 FitnessGram will have 100% and finish in the top three overall rankings in United ISD Middle Schools

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Fitness Completion	Student Support	Evaluation of Results [Support/Intervention]	Quality Data	Physical Education	District: Build muscular strength, endurance and flexibility	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Rosters and input on Fitness Gram website	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	P.E. Teachers	Health Fitness Zone Standards	Activity Gram Evaluations	Fitness Gram Assessment		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 2.1 - Safe Schools: Provide a safe, nurturing, positive and secure learning environment for students and staff.
Data Analyzed To Determine Need Discipline reports, Campus Culture and Climate Survey
Long Range Goal By the year 2020, expulsions and District Alternative Placement will decrease by 3%.
Annual Performance Objective By the year 2020, discipline referrals will decrease by 10% by establishing good and positive relationships.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Discipline	Culture / Climate	Positive Behavioral Support	School Climate	Safe Schools	Campus: Celebrate student success through incentives (Leopard Store, Dances, Student of the Month Awards, Honor Roll and Perfect Attendance awards)	2 CIP	08/14/2019	Sign In for awards ceremony, Leopard Store Coupons	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Administration, Counselors, PBIS Team	Title 1 \$ 2,500.00 Student Incentive	Discipline and attendance reports, teacher feed back, academic progress reports,	End of Year Discipline and Attendance report, Report Cards, promotion and retention reports, STAAR		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 2.1 - Safe Schools: Provide a safe, nurturing, positive and secure learning environment for students and staff.
Data Analyzed To Determine Need Discipline reports, Campus Culture and Climate Survey
Long Range Goal By the year 2020, expulsions and District Alternative Placement will decrease by 3%.
Annual Performance Objective By the year 2020, discipline referrals will decrease by 10% by establishing good and positive relationships.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Discipline, Instruction, Culture / Climate	Data Driven Decision Making, Monitoring	School Climate, Family / Community Support, Student Support	Discipline, Curriculum and Instruction	District: Conduct presentations/sessions on Drugs, Gangs, and Bullying Awareness to elementary, middle and high school students as well as parents.	3 FPE	07/01/2019 PROJECTED COMP. DT 06/30/2020	Date of Session and Student/Parent Sign In Sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Director of Guidance and Counseling, Discipline Management, Principals, Counselors, LCDCs, PBFs, GIFs.	District led meetings to promote positive messages and give out information.	Referral Report Discipline Reports Facilitator Reports	Decrease in disciplinary issues.		



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 2.1 - Safe Schools: Provide a safe, nurturing, positive and secure learning environment for students and staff.
Data Analyzed To Determine Need Discipline reports, Campus Culture and Climate Survey
Long Range Goal By the year 2020, expulsions and District Alternative Placement will decrease by 3%.
Annual Performance Objective By the year 2020, discipline referrals will decrease by 10% by establishing good and positive relationships.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Discipline, Completion	Instruction, Student Achievement	Data Driven Decision Making and Monitoring	Monitoring/Student Progress	Curriculum and Instruction	District: Create Public Service Announcements on: Suicide Prevention[SOS] and Attendance laws; Increase PK Parent commitment and student daily attendance for PK Programs	3 FPE	07/01/2019 PROJECTED COMP. DT 06/01/2020	Student Case files, Session Sign In sheets, PSA, home visit logs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
3	All campuses	Directors of: Guidance and Counseling, Attendance/Dropout, Rec. Attendance Officers, Attendance Clerks, and Principals	District money and budget; ITV	Counselor Referrals Community Agency Referrals	Decrease in number of outcries;	



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4	Completion	Culture / Climate	Monitoring of Implementation (PD)	School Climate, Student Support and Family and Community Engagement	Student Wellness	District: SOS Provide Parental Awareness on Suicide and Mental Health	2 CIP	07/01/2019	Date of Session and Parent Sign In Sheets	
								PROJECTED COMP. DT		
								06/01/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	All Campuses	LSSP's and Director of Guidance and Counseling	District Budget Allocations	Counselor Reports Crisis Reports	Referrals for Mental Health Issues	



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5	Completion	School Organization	Collaborative Planning	School Safety Data Systems	All Schools	District: The District will practice and use NAVIGATE in collaboration with the different departments and law enforcement agencies to enhance the Standard Response Protocol	1 CNA	07/01/2019	Meeting Agendas	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	All Campuses	Campus Principal Office of Superintendent Campus SSCO CERT Teams DERT Teams Risk Management Police Department	District Budget Allocations	Practice Drills Logs	App Usage log		



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6	State Assessment	School Organization	Collaborative Planning	School Climate	All Schools	District: Reunification Plan: Train all staff on NAVIGATE and implement unification drill through the use of this app.	1 CNA	08/01/2019 PROJECTED COMP. DT 05/31/2020	PSA Presentations	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
6	All Campuses	Campus Principal Office of Superintendent Police Department	District and Campus allotted time	Practice for drills and app usage	Better communication and coordination in the event of a real life event.	



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7	Completion	School Organization	Collaborative Planning	Family / Community Support	All Schools	District: All campuses will have a universal mapping system to facilitate knowledge of campus layout, doors numbered and labeled to match the universal mapping system.	3 FPE	08/01/2019 PROJECTED COMP. DT 05/31/2020	Standard Power Points to be presented at all campus assemblies with parents, meet the teacher night, etc. and videos	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
7	All Campuses	Campus Principal Office of Superintendent Police Department	Campus Administration Campus Security Force Campus Custodial Staff	Navigate App Log		Navigate App Log and Usage	



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8	Completion	School Organization	Collaborative Planning	School Safety	All Schools	District: Each campus team will meet to assess and document potential threats for immediate interventions.	1 CNA	08/01/2019 PROJECTED COMP. DT 05/31/2020	Meeting Agendas	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
8	All Campuses	Campus Principal Office of Superintendent Campus SSCO CERT Teams DERT Teams Risk Management Police Department	Campus allocated drill time and meet time	Threat Assessment Reports	Decrease in response time and proper use of drills based on names of drills	



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Campus Improvement Plan 2019-2020

USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 2.2 - PEP Program- Provide consistent quality instruction for all students resulting in improved student achievement
Data Analyzed To Determine Need Attendance Reports, Counseling Reports, PEP Reports
Long Range Goal 100% of all students enrolled in the Pregnancy, Education, and Parenting [PEP] Program will complete their school year and be promoted.
Annual Performance Objective To maintain the dropout rate at 0% for all students, pregnant and/or parenting students.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Dropout	Student Support	Response to Interventions (RTI)	Family / Community Support	PEP	Provide Programs that will decrease the dropout rate and increase the graduation/completion rate by providing assistance with resources such as: child care, transportation, counseling, parenting, instruction, health services, case management, and services coordination. Provide 4 hours of Compensatory Education Home Instruction and 2 hours of Pregnancy Related Services for SPED students.	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Enrollment numbers, logs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	AR = At Risk	Campus Administration, Counselors	PEP Coordinator, Director of Guidance and Counseling, School Counselors and administrators	Counselor's Log PEP Referrals	PEP Program Referrals	Counselor's Reports	



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Campus Improvement Plan 2019-2020

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Goal 2.2 - PEP Program- Provide consistent quality instruction for all students resulting in improved student achievement
Data Analyzed To Determine Need Attendance Reports, Counseling Reports, PEP Reports
Long Range Goal 100% of all students enrolled in the Pregnancy, Education, and Parenting [PEP] Program will complete their school year and be promoted.
Annual Performance Objective To maintain the dropout rate at 0% for all students, pregnant and/or parenting students.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Dropout, Graduation	Student Support	Data Driven / Timely / Targeted Support	Academic Performance, Family / Community Support	Dropout Reduction	Analyze student PRC to make sure we can customize schedule, find interventions to address attendance issues, and keep student with proper cohort	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Master Schedule, PRC Files Log	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Campus Administrative Team	Campus Principal, Assistant Principals, Academic Coordinator, Special Populations Coordinator, Counselors, Librarian, Nurse	BOY/MOY Attendance Reports, Progress Reports	EOY Attendance Reports EOY Report Cards EOY Discipline Reports	



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3	Dropout, Graduation	Pregnancy Education and Parenting	Student Support Services	Quality Data	Parent Involvement, Graduation Rate, PEP	District: PEP- Provide programs that will decrease the dropout rate and increase the graduation/completion rate by providing assistance with resources such as a child care, transportation, counseling, parenting instruction, health services, case management and services coordination	1 CNA	08/14/2019 PROJECTED COMP. DT 05/31/2020	EOY Program Statistics	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
3	ALL = All Students	Director of Guidance and Counseling, PEP Coordinator, Case Manager, Secretary; Administration and staff, Director of Health Services and Director of Transportation and staff	Federal, State, Local monies for PEP Program	BOY/MOY programs to properly identify students in need of this service	EOY Reports from PEP Program	



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Goal 3.1 - Parent Involvement and Community Engagement: Promote community partnership and parent involvement.
Data Analyzed To Determine Need Parent Session Agenda and Sign Ins, Community Student Projects (volunteer sign in), District Parent Volunteer Reports
Long Range Goal By the year 2020, we will increase parental involvement and student community partnership.
Annual Performance Objective Increase parental involvement from 50% to 60%

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Parents / Community	Community Involvement / Partnerships	Family / Community Support	Parent Involvement	Campus: Implement monthly parent sessions to cover topics like Achieve 3000, Social Media Use, Bullying, and of the sort.	2 CIP	08/14/2019	Agenda and Sign ins	
								PROJECTED COMP. DT		
								05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Administrator and Counselors	Title 1 \$3,075.00 for extra duty pay for paraprofessional staff Title \$5,500.00 Family and Community Engagement		C.B.A's District Benchmark Testing	Parent involvement sign in sheets	



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2	Parent Engagement	Parents / Community	Parent / Community Support	Family / Community Support, School Climate	Parent Involvement, Qualified Employees	Campus: Design a Leopard Lookout Plan where parent volunteers can assist in the day to day functions of the school	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Parent Volunteer Packets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Administration, Counselors, Parent Volunteers, Teachers	Parent Volunteer Time	Parent Volunteer List C.B.A's District Benchmark Testing	End of the year discipline reports and teacher survey		



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3	SPED Representation	Parents / Community	Parent Involvement	Family / Community Support	Parental Involvement	District: Phase II Conduct a series of parent sessions on a variety of SPED Topics [guardianship, transition, instruction, behavior, communication]	3 FPE	08/01/2019	Sign In sheets	
								PROJECTED COMP. DT 05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	SE = Special Education	Executive Directors for Special Education, Elementary, Middle, and High School; SPED Directors, Coordinators, and Principals	Use any District/Campus allocated budget for this expenditure.	C.B.A's	District Benchmark Testing	STAAR Scores	



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4	Completion	Parents / Community, Representation	Parent Engagement, Specific, Timely Feedback	Family and Community Engagement, Support	All Content Areas	District: Parent engagement Modules offered at the campus level on monthly basis to create parent capacity to improve student achievement.	3 FPE	08/01/2019	Sign In Sheets	
								PROJECTED COMP. DT		
								05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	All	Executive Director and Coordinator of Federal and State Programs, Parent Engagement Liaison, Principals, Campus Engagement Contact	Campus allocated funds for these meetings	C.B.A's	District Benchmark Testing	STAAR Scores	



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USMS - UNITED SOUTH MIDDLE SCHOOL

Goal 4.1 - Human Capital: To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need CNA Employee Survey 2019, Teacher Attendance Rates for 2018-19, Admin survey results for 2018-19
Long Range Goal By the year 2020, we will increase and support the development of Highly Qualified teachers 100%.
Annual Performance Objective Qualified Employees- To maintain the percentage of highly qualified teachers at 100% and help all employees maintain high standards of employment.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment	Targeted Professional Development (PD) with Support	Teacher Quality	Qualified Employees	Campus: Provide updated training for IFP's, ChromeBook Carts, Achieve 3000, DMAC, Tyler, IRIS, FitnessGram, and of the sort	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Agenda and Sign in	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal, Assistant Principal, ACHIEVE 3000 representative	Administration, Counselors, Teachers, ITT, Tech Trainers, and Representatives of various Software Companies	IFP use, DMAC, TYLER, and Achieve 3000 usage reports	STAAR and TELPAS	



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2	Completion	Culture / Climate	High Expectations	Academic Performance, School Climate, Teacher Quality	Qualified Employees	Campus: Recognize teachers and staff for perfect attendance every six weeks	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Attendance Reports, Incentives Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
2	ALL = All Students	Campus Administration	Administration Staff Teacher Incentives \$\$\$\$	Agendas	Teacher Absenteeism Reports	



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3	Completion	Other	Updated Information	Leadership Effectiveness	Qualified Employees	Campus: The Teachers, Librarian, Counselors and Administration will have access to attend upcoming conferences that will positively impact our school culture and community	1 CNA 2 CIP	08/14/2019 PROJECTED COMP. DT 05/31/2020	Agendas, Trainings, PowerPoints, Travel Receipts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
3	ALL = All	Administration, Counselors, Teachers	Campus Budget Allocations	C.B.A's District Benchmark Testing STAAR TELPAS Achieve 3000 Reports	STAAR EOC TELPAS Achieve 3000 Levels	



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4	SPED Representation	Curriculum Assessment	Targeted Professional Development (PD) with Support, Daily Monitoring of Student Progress	Teacher Quality, Academic Performance	All Content Areas	District: Phase II Implement year round professional development on effective and routine use of online resources	1 CNA	08/01/2019 PROJECTED COMP. DT 04/30/2020	ERO Sign In Sheets, Walkthrough and Campus Listing of Devices in Kiosk Mode	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	SE = Special Education	Executive Directors for Special Education, Elementary, Middle, and High School; SPED Directors, Coordinators, and Principals	Campus allocated time and subs	C.B.A's District Benchmark Testing Spiral Tests	STAAR EOC Scores	



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5	SPED Representation	Curriculum Assessment, Instruction, Student Support	Targeted Professional Development (PD) with Support, Daily Monitoring of Student Progress	Teacher Quality, Academic Performance	Qualified Employees	District: Phase II Provide ongoing professional development with emphasis on reading instruction for SPED teachers and teacher assistants	1 CNA	08/01/2019 PROJECTED COMP. DT 04/30/2020	ERO Sign In Sheets, Walkthrough	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
5	SE = Special Education	Executive Directors for Special Education, Elementary, Middle, and High School; SPED Directors, Coordinators, and Principals	Campus allocated budget and subs	C.B.A's District Benchmark Testing Spiral Tests	STAAR EOC Results	



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6	Completion	Curriculum Assessment, Instruction, Student Support	Targeted Professional Development	Academic Performance, Learning Time, Teacher Quality	All Content Areas	District: Training for teachers in Student Growth Measure and its alignment to TTESS	1 CNA	08/01/2019	ERO, Sign In Sheets, Walkthroughs	
								PROJECTED COMP. DT		
								05/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	All Teachers	Director for Staff Development, HR Representatives, Campus Principals	District Budget and Time allocations	Observation Summaries	Dimension 17 Reports	Dimension 17 Reports	



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7	Completion	Human Resources	Teacher Quality	Teacher Quality	Qualified Employees	District: Attend local and State Job Fairs	1 CNA	08/01/2019	Human Resources Recruitment Efforts	
								PROJECTED COMP. DT 06/30/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
7	Teachers	Associate Superintendent for Human Resources and Human Resources Administrators	District Budget Allocations	Number of Vacancies	End of the Year Survey with regards to employee satisfaction	